DOCUMENT RESUME

ED 110 873 CG 010 000

AUTHOR Caldwell, Gary L.
TITLE The Suitability of the California Test of Personality and Rokeach's Dogmatism Scale as Selection Instruments for Security Police.
PUB DATE 75
NOTE 93p.; Master's Thesis, Wayne State University

EDRS PRICE MF-$0.76 HC-$4.43 Plus Postage
DESCRIPTORS *Adjustment (to Environment); *Armed Forces; Behavior Rating Scales; Comparative Analysis; Dogmatism; Masters Theses; Personality Tests; *Personnel Selection; *Police; Psychological Tests; Research Projects; *Screening Tests
IDENTIFIERS *California Test Of Personality; CTP

ABSTRACT

The purpose of this study was to determine if the California Test of Personality and Rokeach's Dogmatism Scale could be used as screening instruments for Air Force Security Police. Thirty-six Air Force Security Police assigned to TUSLOG Det 94-2, Turkey comprised the sample for this study. The variables measured by the instruments--personal adjustment, social adjustment, total adjustment, and degree of dogmatism--were compared to ratings given by senior supervisors. Statistical analysis was conducted to determine if there were any relationships between the supervisory ratings and the scores on the CTP and Dogmatism Scale. The analysis revealed no significant relationship between the ratings and the scores on the CTP or on the Dogmatism scale. (Author)

****
* Documents acquired by ERIC include many informal unpublished *
* materials not available from other sources. ERIC makes every effort *
* to obtain the best copy available. nevertheless, items of marginal *
* reproducibility are often encountered and this affects the quality *
* of the microfiche and hardcopy reproductions ERIC makes available *
* via the ERIC Document Reproduction Service (EDRS). EDRS is not *
* responsible for the quality of the original document. Reproductions *
* supplied by EDRS are the best that can be made from the original. *
****

ED110873

THE SUITABILITY OF THE CALIFORNIA TEST OF PERSONALITY AND ROKEACH'S DOGMATISM SCALE AS SELECTION INSTRUMENTS FOR SECURITY POLICE

by

Gary L. Caldwell

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION
THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY

A Masters thesis submitted in partial fulfillment of the requirements for the Degree of Master of Education in Wayne State University 1975.

Approved by
Dr. Richard Weiss

CG 010 000

The purpose of this study was to determine if the California Test of Personality and Rokeach's Dogmatism Scale could be used as screening instruments for Air Force Security Police. Thirty-six Air Force Security Police assigned to TUSLOG Det 94-2, Turkey comprised the sample for this study. The variables measured by the instruments - personal adjustment, social adjustment, total adjustment, and degree of dogmatism - were compared to ratings given by senior supervisors. Statistical analysis was conducted to determine if there were any relationships between the supervisory ratings and the scores on the CTP and Dogmatism Scale. The analysis revealed no significant relationship between the ratings and the scores on the CTP or on the Dogmatism scale.

TABLE OF CONTENTS

List of Tables vii

List of Diagrams viii

CHAPTER I. INTRODUCTION 1

Historical Perspectives
Present Air Force Selection Procedures
Civilian Police Selection Process
Proposed Air Force Selection Process
Variables
Hypotheses Being Tested

CHAPTER II. METHODOLOGY 24

Subjects
Rating Instrument
Dogmatism Scale
California Test of Personality
Procedures

CHAPTER III. DATA ANALYSIS 35

Hypotheses
Performance of Duty
Working Relations
Acceptance of NCO Responsibility
Overall Evaluation

CHAPTER IV. DISCUSSION 62

Findings
Evaluation
Factors Affecting the Outcome
Conclusion

APPENDIX 68

BIBLIOGRAPHY 83

LIST OF TABLES

Table		
1.	Airman Security Police Career Field Chart	7
2.	Physical Profile Serial Report	9
3.	t values for Performance of Duty	45
4.	t values for Working Relations	50
5.	t values for Acceptance of NCO Responsibility . .	55
6.	t values for Overall Evaluation	60

LIST OF DIAGRAMS

Diagram

1. Comparison of Mean Score Profile for Middle Rated Ss on Overall Evaluation and Mean Score Profile for Security Police 38

2. Comparison of Security Police Mean Score Profile with Mean Score Profile of CTP Norms 39

3. Mean Score Profile of Top One Third Rated Ss in Duty Performance 42

4. Mean Score Profile of Bottom Rated One Third Ss in Duty Performance 43

5. Comparison of Mean Score Profile for Top and Bottom Rated One Thirds Ss in Duty Performance 44

6. Mean Score Profile of Top One Third Rated Ss in Working Relations 47

7. Mean Score Profile of Bottom Rated One Third Ss in Working Relations 48

8. Comparison of Mean Score Profile for Top and Bottom Rated One Thirds Ss in Working Relations 49

9. Mean Score Profile of Top One Third Rated Ss in Acceptance of NCO Responsibility 52

10. Mean Score Profile of Bottom Rated One Third Ss in Acceptance of NCO Responsibility 53

11. Comparison of Mean Score Profile for Top and Bottom Rated One Thirds Ss in Acceptance of NCO Responsibility 54

Diagram
12. Mean Score Profile of Top One Third Rated Ss in Overall Evaluation 57

13. Mean Score Profile of Bottom Rated One Third Ss in Overall Evaluation 58

14. Comparison of Mean Score Profile for Top and Bottom Rated One Thirds Ss in Overall Evaluation 59

CHAPTER I: INTRODUCTION

The United States Air Force has one of the largest police forces in the world with over 32,000 enlisted personnel and over 700 officers assigned to security and law enforcement duties worldwide. The 32,000 enlisted men and women represent approximately six percent of the total Air Force enlisted strength. Figures compiled by the Director of Security Police, USAF (QIC, 1973) show that security policemen account for fourteen percent of the criminal cases investigated by the Office of Special Investigations and over fourteen percent of the drug abusers identified through the Limited Privileged Communications Drug Abuse Program. [1] With seventy six percent of the security policemen being first term airmen as compared to the Air Force average of 57.3%, there is a significant chance that the individual security policeman will become one of those under investigation

---

1. The Limited Privileged Communications Program is designed by the USAF to identify drug users so they can be offered treatment and rehabilitation. The LPCP allows a military member to present himself to a select group of people for treatment and rehabilitation in regard to his personal use of drugs. AF personnel who enter this program voluntarily are not subject to disciplinary action under the Uniform Code of Military Justice (UCMJ) for the disclosed use of drugs incident to personal use and cannot be administratively discharged under less than honorable conditions based wholly or in part on this self admission. The AF member is still liable for other action such as loss of flying status, security clearances, or access to weapons.

or one of those applying for the Limited Priviliged Communications Drug Abuse Program.

Of the 32,000 enlisted men and women in the security police career field approximately 25,000 men and women are assigned to the 811X0 career field (security) and the remaining men and women are assigned to the 812X0 career field (law enforcement). The duties associated with the 811X0 career field consist of guard duties for aircraft, nuclear weapons, and missiles. The duties are at times arduous and at all times boring. The only measure of effectiveness for these personnel is an absence of problems while they are on duty. The Air Force cannot take the chance of relieving them from their duties to test the results of having no guards for the essential war materiel. The duties associated with the 812X0 career field consist of traffic enforcement, corrections, resource protection, and administrative security.

Even with all the responsibilities of the security policeman, the Air Force has not yet developed an effective screening tool for this duty. The Air Force is losing money and time in the training and recruiting of security policemen because of the large number forced to leave the career field due to drugs or criminal activities.

The purpose of this paper is to determine if the California Test of Personality and Rokeach's Dogmatism Scale are useful as selection tools for security police-

men.

HISTORICAL PERSPECTIVES

Historically, the selection process for Security Police has been puzzling to the individual and his supervisors. The men serving in the Security Police career field come from all backgrounds, from all parts of the United States, and from all levels of education. Apparently, no one wants to be a security policeman and the way into the Security Police career field seems to be through default. If a young airman fails at any other career field, he is generally placed in Security Police.

The stereotype of the typical security policeman has been one of low intelligence, low motivation, large size, and rigid thinking. This is a fictional concept, but it is firmly entrenched in all levels of the Air Force and, sadly enough, within the Security Police themselves. The standing joke in Security Police is to ask a new man which technical school he flunked to get into Security Police. This myth was fostered when the military was a combat force and not today's technical force. The myth was only strengthened during the days of Project 100,000.[2] Only within the last few years (due mostly

---

2. Project 100,000 was developed under Secretary of Defense McNamara, and was designed to see if lower mental category personnel could be useful in the service in the full range of occupational skills. The

to the Viet Nam war and the role played by the Security Police) has the image of the security policeman and what he stands for risen in the military community. This improved community image is attributed to every security policeman's effort to be accepted for the job he does and not on the basis of what people think he is.

The Air Force has had a selection process for the Security Police, but it has been ineffective because the selection standards were so low. The Air Force Specialty Code (AFSC) for Security Police contained only one job description title, and personnel in the career field were required to be proficient in both law enforcement and security procedures. The airmen selected for this career were required to have an Air Force Qualifying Examination (AFQE) score of General 40 and to have been the subject of a favorable National Agency Check (NAC).[3]

100,000 were a cross section of new trainees to include the lower mental category personnel whose records were flagged and their military careers monitored. The project proved that lower mental category personnel could not handle the educational level expected of the more technical career fields. Due to their inability to handle the technical career fields, a larger proportion of these personnel were assigned to Security Police owing to the lower requirements and skill levels associated with the career field. Project 100,000 personnel became easily bored in their jobs as security policemen and caused many disciplinary problems.

3. A National Agency Check is a character investigation to determine an individual's suitability for admission to the Air Force. It is also used for granting access to classified defense information. This check consists of files checks at the FBI, Civil Service Commission, State Department, etc.

The majority of the airmen were Directed Duty Assignments (DDA) going directly from basic training to their first duty assignment. The training required for their job and initial screening was accomplished at their first duty assignment. This threw quite a burden on the unit and there was a high attrition rate among new personnel because of inability to complete the training and their disillusionment with the career field. The single AFSC militated against sending many of the personnel to formal training due to a lack of dormitory space at the Lackland military training center. A monograph prepared for a meeting of the United States Air Force Security Police Quality Improvement Committee (1973) revealed that the Air Force needs 9,000 inputs to the Security Police career field in any forty-five week period. With a single AFSC only 5,000 inputs could be graduated from formal schooling in forty-five weeks if a full nine week course were taught. The deficit would be filled with DDA's. The other alternative would be to cut the length of formal training in half and graduate 9,000 inputs, but this would place additional training responsibility on the gaining unit since only fifty percent of the needed schooling could be taught. Only those going to formal schooling would receive any type of screening prior to assignment.

PRESENT AIR FORCE SELECTION PROCEDURES

Since January 1972 the Security Police have been operating with a split AFSC concept. Under this concept personnel are specifically trained for either the law enforcement or security duties of the Security Police career field and only through formal training may personnel enter the career field. AFSC 811X0 designates the personnel who are trained and work in the security field. This career field encompasses the functions of weapon security, air base defense, installation security, and military working dog programs. AFSC 812X0 designates the personnel who are trained and work in the law enforcement field. This career field encompasses the functions of law enforcement, administrative security, resource protection, and the military working dog program. Table 1 outlines the career advancement and preferred grade structure for the AFSC's.

Air Force Manual (AFM) 39-1 (C-17) provides the criteria presently used to admit a person to the Security Police career field. Except for the AFQE scores, the criteria is the same for both 812X0 and 811X0 personnel. 812X0 personnel must have a score of General 50 and 811X0 personnel must have a score of General 40 on the AFQE. Each must successfully pass a National Agency check. The person can not have any history of juvenile delinquency in the two years preceeding his assignment; he can not have been convicted by a general,

AIRMAN SECURITY POLICE CAREER FIELD CHART

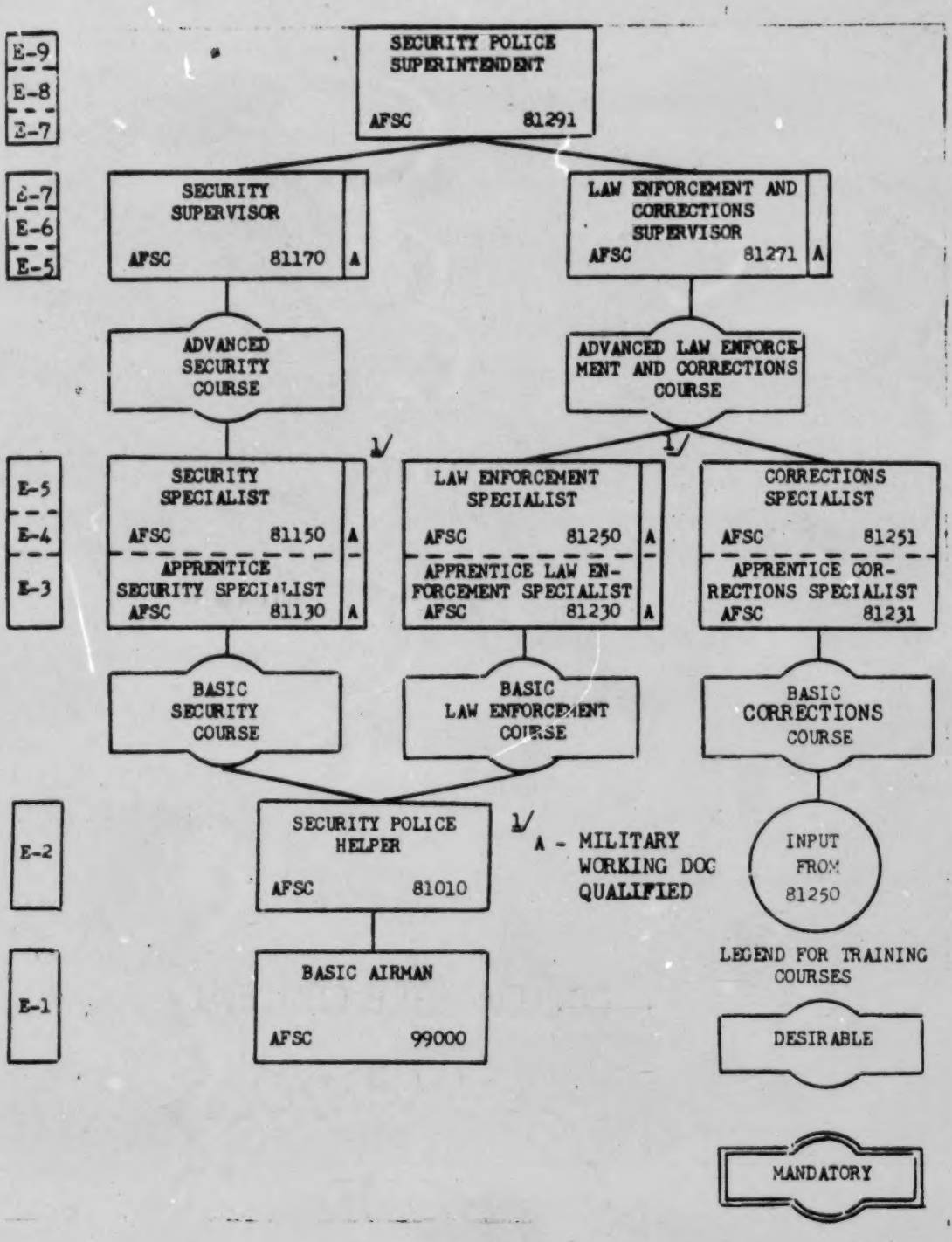


Table 1

special, or summary court martial; reduced in grade; served sentence in a detention or correction facility as a result of nonjudicial punishment under the UCMJ for offenses which involve drug abuse, acts of larceny, wrongful appropriation, robberty, burglary, housebreaking, or acts of misbehavior before the enemy; or convicted by a civilian court except for minor traffic violations and similar infractions. The person must also be able to speak clearly and distinctly and be qualified to bear firearms in accordance with Air Force Regulation (AFR) 125-26. The person must have a physical profile rating (see Table 2) of 222211 with no record of personality disorder. A high school diploma or equivalent is required and the personnel must successfully complete the technical school at Lackland Military Training Center for his particular AFSC.

As personnel go through the basic security or law enforcement courses at Lackland, they are observed and screened by Security Police supervisors assigned as instructors to the school. The instructors make recommendations on each individual's suitability for the career field.

The majority of security policemen must also pass the screening process outlined in AFMs 35-98 and 35-99. These manuals outline the screening process for the Personal Reliability Program (PRP) and the Human Reliability Program (HRP) respectively.

PHYSICAL PROFILE SERIAL REPORT				DATE
TO:			FROM:	
LAST NAME—FIRST NAME—MIDDLE INITIAL	GRADE	SSAN	ORGANIZATION AND LOCATION	

I. DUTY STATUS

INDIVIDUAL IS RETURNED TO YOUR UNIT FOR		DUTY		SEPARATION PROCESSING

AS EVIDENCED BY MEDICAL EXAMINATION AND REVIEW OF HEALTH RECORDS, INDIVIDUAL IS MEDICALLY QUALIFIED FOR

II. PROFILE SERIAL

	P	U	L	H	E	S	SUFFIX
PREVIOUS							
REVISED							

INDIVIDUAL'S DEFECT(S)

III. PHYSICAL RESTRICTIONS

	INDIVIDUAL REQUIRES NO DUTY RESTRICTIONS		DEFECTIVE COLOR VISION		OTHER

MAJOR DUTY RESTRICTIONS

ABOVE CONDITIONS ARE		PERMANENT		TEMPORARY	DATE OF RELEASE OF TEMPORARY LIMITATIONS

INDIVIDUAL SHOULD REPORT FOR EVALUATION AT	LOCATION	DATE

IV. ASSIGNMENT ELIGIBILITY AND LIMITATIONS

INDIVIDUAL REQUIRES AN ASSIGNMENT ELIGIBILITY/LIMITATION		YES		NO	DATE OF AVAILABILITY

REMARKS

TYPED NAME AND GRADE OF MEDICAL OFFICER	SIGNATURE

V. CBPO COORDINATION RECORD

ADM	ASGMTS	C AND T	OJT	PT	R AND S	SA	ER/PE	BP
OR	AR	I AND OP	MA	MR	MP	CM	PA	

Table 2

These programs were designed as an additional screening measure to ensure that AF personnel were capable and mentally able to perform duties associated with nuclear weapons, conventional weapons and small arms.

Selection requirement outlined in AFM 35-99 includes having a physical profile rating of which the psychological rating must be 1; not displaying indications of excessive worry, anxiety, or apprehension; meeting minimum standards for world wide duty; not being under consideration for administrative processing, separation for cause, or court-martial charges; not having a history of conduct detrimental to an assignment in HRP positions to include overindulgence in alcohol, financial or family irresponsibility, adverse involvement with civilian authorities, or improper use of drugs; and not having expressed an objection to the authorized use of nuclear weapons in support of national objectives.

After a man is determined to be eligible under these criteria, his immediate commander reviews his records and interviews him. Then, his medical records are reviewed by a doctor. After all this, the man is certified and briefed on the HRP.

The PRP follows basically the same pattern for somewhat different objectives. Disqualifications under both the HRP and PRP account for the majority of airmen in a Security Police unit who can not or will

not perform their duties. These screening instruments are after the fact and do not eliminate the individual before he is trained and assigned to duty. The HRP and PRP programs are used by many of the airmen as a means of getting out of the Security Police career field.

CIVILIAN POLICE SELECTION PROCESS

Civilian police have established stringent entrance standards to ensure quality personnel to meet a demanding job. The trend in civilian police departments is for younger men in the age range 21-25. The youthful individual has more flexibility and can be molded to the department more easily than an older man. Leonard (1970) felt that an older man entering the police force was more likely to have failed at his other endeavors and was looking to the police force as a last chance. Civilian police have previously had weight and height requirements, but they are now placing more emphasis on physical and mental health. A minimum IQ score of 112 is required for the majority of police departments, but, as they move to requiring a college level preparation, the IQ score required is expected to rise. Over forty eight significant aptitude qualities were identified as required by police (Leonard, 1970). These include self-confidence, self-assertion, moral courage, self-reliance, flexibility, and reasoning.

A typical pattern for a prospective policeman would follow the following sequence. First, he would be subject to an oral interview and his application audited. After he successfully passed this screening, he would be permitted to take the written exam. The written exam would usually include the national or state civil service exam and one recognized intelligence test such as the Army Alpha or the Otis Self-Administering Test. After passing the written exam, the applicant is subjected to psychiatric screening. "The emotional stability to withstand the stresses of police work must, of necessity, be a prime requisite of police work. The emotionally unfit cannot meet these stresses." (Leonard, 1970)

After the written exams, the applicant is given a second oral exam usually conducted by the Chief of Police. This oral exam is designed to determine if the aptitudes needed by the policeman are present. The civilian police departments do not stop here. After the man successfully completes the police academy, he is placed on probationary status for a period of time and his conduct, attitude, and ability are assessed by first line supervisors. Only after this process is the individual qualified to be a policeman.

Dr. James Rankin, Psychiatrist for the Los Angeles Police Department, (1957) gives the following example of the importance of the screening process.

In one year, Los Angeles had 4,239 applicants for police duties. Of these only 1,989 or 47% passed on to the written exams. 1,292 passed the physical agility exam and of these, only 629, less than 15%, passed the oral exam. 188 passed the medical exam and only 166 passed the psychiatric exam. Of the remaining personnel who went to the police academy, only 103 put on a uniform or 4% of the original 4,239.

The civilian police departments have long recognized that the ability of the policeman to do his job is dependent on his mental well-being and his ability to live under the strains imposed on the policeman. The stresses under which the civilian policeman lives are the same as those encountered by the Air Force Security Police. This has been recognized by the USAF and they have taken steps to develop a screening tool for security policemen.

PROPOSED AIR FORCE SELECTION PROCESS

Early in 1974, the United States Air Force Inspector General for Security (USAF/IGS) identified a requirement to the Human Resources Laboratory (HRL) at Brooks AFB, Texas for the development of a screening instrument for Security Police. The concern on the part of the Inspector General was the high attrition rate among first term airmen and the significant number of first term airmen who could not qualify for the Human Reliability Program. USAF/IGS figures (1974) reflect that over thirty-three percent of the 811X0 career field failed to qualify for the Human Relia-

bility Program and that the majority of separations from the Air Force and retraining actions occurred during the first year after completion of technical training. The unsuccessful performance has been attributed to criminal involvement, drug abuse, low morale, and job dissatisfaction. This high turnover is costly to the government and the individual. The Human Resources Lab (1974) has estimated that it costs approximately $1500 per individual for enlistment processing alone. The cost to the government is even higher if the individual attends technical training and then leaves the service.

The Human Resources Lab has developed a research plan (PRP 74-14) in an effort to develop a screening tool for Security Police. The proposed program will run for thirty-six months to allow the HRL opportunity to test the six variables they have identified as of major concern in developing the tool. The first variable identified by the HRL is biographic/demographic data to include educational achievement data, work history, and disciplinary/arrest record. The second is attitudes/interests/motivation. The HRL intends to use an instrument similar to VOICE (an instrument developed for Air Force use) for the collection of the interests data. The third variable is personality. It is intended to use an experimental form for emotional stability/drug use developed by the Wilford Hall Medical

Center at Lackland Military Training Center. The next variable is job satisfaction. The data will be obtained by using an experimental instrument developed at Lackland Military Training Center and the instrument will be re-administered on the job. The fifth variable is work environment factors. The assessment technique will parallel an instrument used in technical training to evaluate supervisor competence, personal relations competence, organizational control and stress, and physical environment. The final variable is work performance evaluation. The HRL will divide the data collection between (1) technical training where peer and instructor ratings will be used, and (2) on the job ratings by supervisors and co-workers. For the purpose of the research project, all 811X0 personnel used will be HRP certified.

The overall pressure both on civilian and military police forces require that individuals filling the role of a policeman be of the highest calibre available. Most military commanders are not satisfied to have policemen under their control who cannot be trusted with the job that has to be done. The crime that is evident in the civilian community is slowly encroaching on the military installations and the policemen responsible for the safety and security of Air Force personnel must be able to think clearly and logically, and to stand the stresses imposed by long hours and hard boring work.

VARIABLES

This study was concerned with the variables of adjustment and dogmatism. Limited demographic and biographic data was obtained by the author, but the emphasis was upon the personal adjustment of the subjects and their degree of dogmatism.

Adjustment can be viewed as a continuum with the well-adjusted person midway between complete diffusion and rigid, self-containment. (Sawrey and Telford, 1962) The well-adjusted individual is able to function smoothly and efficiently under stresses and strains since there is balance in the system. He does not spend an inordinate amount of energy striving for balance. Sawrey and Telford (1972, p. 398) state that "a satisfactory position...requires a reasonably acceptable self-concept (self-acceptance), a high degree of acceptance of others and the realities of human nature, and a comfortable relation with reality." The well-adjusted person is capable of meeting new ideas and situations with openness and flexibility. He is not tied to a set pattern of behavior. The concept of self-acceptance has definite implications in the selection of security policemen. The lack of a self-concept precipitates the problems encountered by the security policeman in his day to day encounters.

Toch (1969) found that men engage in violent "games" when they feel a threat to their identity or status. He

found that all the men who engage in violent games "reflect the same fears, and insecurities, the same fragile, self-centered perspectives." This same type of men are in the Security Police, but they have a legal cover for the actions in which they indulge. The thing that needs to be discovered about these men is ther propensity for this action before they encourage confrontations through a perceived affront to their personal integrity or security. The well-adjusted person has a inner confidence that does not require the bluff and show of the insecure person. Williams (1974) feels that the Caspar Milquetoasts are the men who need to be policemen, the men who are afraid to assert themselves. This fear can then be hidden behind a badge and the condoned violence that is so much a part of the police world.

The security policeman now faces the same problems in the military community as those faced by the civilian policeman. The crime that has penetrated the cities has moved into the military with the induction of more and more citizen soldiers. The riots that swept the cities in the early Sixties hit the military in the late Sixties and are still in existence although not as numerous. The individual security policeman must be mentally capable of handling situations as they arise without resorting to sterectyped responses and attitudes. A person with a high self concept will not revert to prejudice and name calling when the situation dictates the

need for calm, cool thinking. Hollander (1969, p. 309) stated that one must "...consider prejudice as functionally important in bolstering the self concept where the individual has feelings of personal inadequacy."

The well-adjusted person is able to work well with all people. He can see others' faults but still feel that they are persons worthy of consideration and help. The well-adjusted person uses his influence to aid others in striving for their own adjustment. Since he is secure in himself, he does not need to use people nor try to impose his beliefs and values on them. Maslow (1964) feels that a well-adjusted person "has a strong sense of personal identity but also has mystic or oceanic experience in which the individual identifies with other people to the point that he seems to merge with all mankind..." The person who can empathize with other human beings will aid in subverting and stopping incidents before they become trouble.

The well-adjusted person accepts himself, his actions, and he accepts others. Every person has certain responsibilities that he must accept and with this acceptance the person further confirms his self concept. The well-adjusted person does not strive for perfection, but for the improvement of himself and his fellow man. He attempts to change other people in ways he considers desirable, but he does not force change on them. A man who accepts responsibility conforms to certain

things in an effort to encourage efficiency, but the conformity is not irrational. The well-adjusted person can accept his responsibilities without adopting a moralistic or conventional attitude. Crutchfield (1955) found that conformists "expressed more conventional and moralistic attitudes...and seemed to have less ability in coping with threatening and stressful situations." There is a definite lack of rigid thought or habit patterns on the part of the well-adjusted person. He does not force people to conform to his standards or expectations. This lack of an authoritarian nature on the part of the well-adjusted person makes it possible for him to fully accept others as they are without reservation.

Rokeach (1954,1960) extended the concept of authoritarianism to that of dogmatism. "He defined dogmatism as closed mindedness with the distinquishing feature between dogmatism and authoritarianism being that the dogmatic individual may be dogmatic irrespective of a particular ideology." Hollander (1967, p. 294) stated that a dogmatic person has "a set of tightly organized beliefs" and he is "less willing to tolerate closeness with those who are different." Further, "a feature of dogmatism is rigidity in the psychological field which takes the form of resistance to the acceptance of information which is contrary to the individual's belief system." The dogmatic person is by def-

inition maladjusted, being at the end of the continuum for the well-adjusted. The well-adjusted person is a composite, a blending of the continuum, not the expression of the extreme.

The security policeman is continually confronted with new and ambiguous situations in which he has to react properly. Frenkel-Brunswick (1949) found that a person who was rigid in his belief system would not be able to accept ambiguities in new situations or settings. If a security policeman is unable to handle new or ambiguous situations without resorting to old behavior patterns, he will only make the situation more volatile and threatening. Formal training is only a partial answer since training does not guarantee that new behavior will become part of a person's mental set. He must be trained in such a manner that flexibility will be combined with the learned knowledge.

A person's rigidity will have an impact on his relations with his fellow workers. Since he cannot tolerate differences, he will not be able to accept those he perceives as different. Situations involving stresses require that individuals working together know and understand the other person and his expected reaction to the situation. The rigid person is a handicap to anyone working with him since he can only react in stereotyped ways and he has a tendency to be unable to perceive others as they really are. (Scodel and

Mussen, 1953)

"Rokeach suggests that there may be a 'general rigidity factor.' Thus a person showing rigidity in one form of behavior may be expected to show it in another." (Seidman, 1960) The rigidity will evidence itself in all aspects of the person's behavior. Rigidity is a pervasive characteristic that will appear at the most inappropriate times. The individual security policeman must be able to control his emotions and feelings, not giving way to feelings of the moment. The inability to control emotions will result in the security policeman losing control of the situation. This cannot be brought more glaringly to the surface than when the security policeman is in a confrontation situation. The amount of control and lack of personal feeling shown by the security policeman will have a direct bearing on the outcome of the confrontation. Any evidence that the security policeman is prejudiced or judgmental will cause the situation to rapidly slide from his grasp. Cronback (1963) found that a person who had dogmatic racial views was highly dogmatic in other areas and tended to accept dictation from authority.

The selection of security police requires that the persons selected for this duty have the highest qualifications available. The persons must be emotionally mature, flexible, accepting, able to work with others,

and able to see others as they really are. Mata (1933) found that measures of emotional stability were necessary to the selection of policemen. Highly dogmatic individuals and those who are not well-adjusted are not the type of individual needed in the security police career field. Rokeach (1960) found a positive correlation between dogmatism scores and the scores on the California F (Fascism) scale. High scores on the F scale are related to various forms of personal prejudice, hostility, and autocratic tendencies. (Sarason, 1967)

Personality inventories would seem to hold the most promise for the selection of individuals for the security police field. The personality inventories are self reports and many authors find a high correlation between adjustment and the truthfulness of answers on the inventories. Various studies have shown, though, that the use of personality inventories are not reliable instruments in selecting suitable subjects for police work. DuBois and Watson (1950) could find no significant correlation between scores on various personality inventories and on the job ratings by supervisors. Ghiselli and Barthol (1953) found only a +.24 validity coefficient for personality inventories and protective workers (police).

HYPOTHESES BEING TESTED

There are two hypotheses being tested in this study. The first is that subjects rated in the top one third on duty performance, working relations, acceptance of NCO responsibility, and potential to the Air Force will score higher on the California Test of Personality than those rated in the bottom one third. The second hypothesis being tested is that persons rated in the top one third on duty performance, working relations, acceptance of NCO responsibility and potential to the Air Force will score lower on the Dogmatism scale than those rated in the bottom one third. A corollary hypothesis is that the scores on the California Test of Personality will be inversely proportional to the scores of the Dogmatism scale.

CHAPTER II: METHODOLOGY

SUBJECTS

The subjects in this study were thirty six enlisted personnel assigned to TUSLOG Det 94-2, Karamursel Common Defense Installation, Turkey. All the subjects were male and had been assigned to TUSLOG Det 94-2 as of 1 November 1974. The subjects had an SSIR[4] security clearance and they were divided between AFSC's 812X0 and 811X0 with seventeen of the subjects having AFSC 812X0 and nineteen subjects having AFSC 811X0. A total of forty three security policemen were assigned to TUSLOG Det 94-2 at the time of the study. Seven personnel were therefore excluded from the study for various reasons. Two refused to participate; two senior NCO's were excluded since they would have had to be ranked on the Airman Performance Report (APR) by the author of this study; one was excluded due to his newness to the unit (he could not be accurately rated by the senior supervisors); and two were excluded because they did not have an SSIR security clearance.

The average age of the subjects was 26.35 years and there was an average of 12.73 years of education. The

---

4. SSIR is an abbreviation for Special Security Investigation Required. It is designed as an extensive screening tool for personnel who have access to highly classified defense information. It is based on a special background investigation (SBI) which includes a national agency check, verification of education, citizenship, employment, unemployment, divorces, foreign travel, foreign connections, interviews with character and credit references, and a FBI screening of the spouse.

subjects in this study averaged 7.26 years of military service. Thirty three percent of the subjects had from one to four years of college and thirty eight percent of the subjects had had some college. The SSIR requirements include an implied certification under the HRP/PRP programs due to the SSIR screening process. The subjects performed duties from Flight Chief to foot patrol for 811X0 personnel and vehicle patrol and base entry control for 812X0 personnel.

RATING INSTRUMENT

All subjects were rated using the Air Force Form 910, "TSgt., SSgt., and Sgt. Performance Report." This instrument was first developed in 1954 as the Air Force Form 75 and then revised in January 1965 to the present form now used throughout the Air Force. (See Appendix.) The basis for the rating is direct observation and evaluation of the individual as compared with other NCOs and airmen in the same grade and AFSC. AFM 39-62 states the

> Normal screening procedures in the selection of Air Force personnel mitigate against the enlistment of below average individuals and screening procedures for enlistment further upgrade the force. It is realized the NCO and airmen ratings will form neither a bell curve distribution over the entire score or perfect decile distribution among the subgroups.

The Air Force Form 910 has seven subgroups under Section III entitled Personal Qualities. The first subgroup is performance of duty in which the quantity, quality, and timeliness of the subject's duties are

considered. Next is working relations in which the subject is rated on use of his ability to communicate (orally and in writing) and to get along with others. The third subgroup is training. In this area the rater is to consider how well the individual discharges his responsibilities as an OJT supervisor, trainer, or trainee and in other efforts to improve his technical knowledge and educational level. The next subgroup is supervision. This considers how well the individual leads, uses available resources, and maintains good order and discipline. The fifth subgroup is acceptance of NCO responsibility and the individual is rated on how well he accepts the responsibility for his own actions and for those of his subordinates. The sixth and seventh subgroups are combined under the heading bearing and behavior. This subsection is used to consider the degree to which the individual's bearing and behavior on and off duty improves the image of the Air Force NCO.

The last descriptive section of the Af Form 910 is entitled overall evaluation. This section describes how well the individual compares with others in his grade and specialty. Promotion potential is an essential consideration in this rating.

The following is the distribution of rating suggested for Section IV of the Air Force Form 910.

Section IV	Percent of personnel in any one grade that may be rated
9	15%
8	40%
7	60%
6	90%
0-5	100%

DOGMATISM SCALE

The Dogmatism scale is a forty question attitude scale developed by Milton Rokeach. The attitude scale is designed to assess an individual's degree of dogmatism or "closed mindedness." Rokeach's concept of dogmatism is an extension of authoritarianism. Hol-Lander (1967, p. 136) states that the authoritarian personality

> embodies an ideology that views the world in terms of a jungle...in which every man's hand is necessarily against every other man's, in which the whole world is conceived of as dangerous, threatening, or at least challenging and in which human beings are conceived of as primarily selfish or evil or stupid.

The difference between dogmatism and authoritarianism is that the dogmatic person does not have a particular ideology.

The Dogmatism scale is a self-administered test using a scoring system of 1-6 with 1 being "strongly disagree" and 6 being "strongly agree." The Dogmatism answering scale does not include an "I don't care" selection, forcing the subject to choose a level of feeling. The scale is scored from 40 (lowest) to 240 (highest) by

adding the subject's number responses to the questions. The scale includes such statements as:

> The United States and Russia have just about nothing in common.
>
> Man on his own is a helpless and miserable creature.
>
> It is better to be a dead hero than a live coward.

CALIFORNIA TEST OF PERSONALITY

The California Test of Personality is a character, nonprojective self inventory. The CTP has twelve subsections, six under the category Personal Adjustment and six under Social Adjustment. The subsections are 1A (Self Reliance), 1B (Sense of Personal Worth), 1C (Sense of Personal Freedom), 1D (Feeling of Belonging), 1E (Withdrawing Tendencies), 1F (Nervous Symptoms), 2A (Social Standards, 2B (Social Skills), 2C (Antisocial Tendencies), 2D (Family Relation), 2E (Occupational Relations), and 2F (Community Relations).

The CTP has 180 questions with 15 questions making up each of the various subsections. The CTP utilizes the yes-no answer system to force the individual to make a decision about his feelings. The authors of the CTP include internal content and reliability scales, and many of the subsections have high correlation due to similarity in questions for the various subsections. Sims (1959) in a review of the CTP found that the "subscores on the adult form appear to be the least reliable of all..." the forms available.

The 1953 revision of the CTP was used for this study with the adult AA forms being used. The CTP uses questions such as:

> Does finding an article give people the right to keep it or sell it? (2A)
>
> Do your superiors pay as much attention to you as you deserve? (1B)
>
> Do you feel that many employers are unfair in their methods of making promotions? (2E)
>
> Do you feel that most of your local public officials are honest and efficient? (2F)

PROCEDURES

At the beginning of the data collection period, the two senior noncommissioned officers assigned to TUSLOG Det 94-2 Security Police were briefed on the purpose of the study and their help solicited in rating all the personnel, both 812X0 and 811X0, assigned to the organization. The senior NCOs had AFSCs of 81271 and 81170 to ensure balanced ratings. The NCOs were asked to rate all the subjects using the AF Form 910 and to make the ratings factual, based on their daily observations of the subjects and their on-duty inspections. The NCOs agreed to help in the rating only after they were given assurances that the ratings would not be revealed to the subjects. In an effort to minimize the number of forms required, the NCOs were given one AF Form 910 and a supplemental form. (See Appendix.) The NCOs were again briefed on the purpose of the study

and the need for true and factual ratings. Reassurances were given again that the ratings would not be revealed to the subjects. When the rating sheets were returned, only four sections were fully rated by both NCOs and thus usable in the study. These consisted of 1) Performance of Duty, 2) Working Relations, 3) Acceptance of NCO Responsibility, and 4) Overall Evaluation.

The ratings given were averaged for each section. The average score was then used for ranking the subjects within each descriptive category in either the top or bottom one third.

The Dogmatism scale and the California Test of Personality were administered during the subjects' duty hours. This was done to preclude complaints from the subjects that their personal time was being infringed upon for the personal gain of the author. All the subjects were briefed that this study was the basis for a Master's thesis and their cooperation would be appreciated but not required. The tests were administered during the period 5 December to 13 December 1974. There was no specific order as to subjects or times, nor were specific days chosen.

When the tests were administered, the author entered the work area and determined if the subjects were busy. If they were not, they were asked to participate in the study. It was explained that they did not have

to take the tests if they did not so desire. The subjects were either tested at their duty station or brought into another work area after being replaced by someone. At no time were the subjects permitted to perform their normal duties during the testing. These duties were either assumed by the author or by someone who had already completed the testing. Ninety percent of the tests were administered during the periods 1500-2300 and 2300-0700 since these were the quietest times and there were fewer chances for interruptions.

Upon assurance that the subjects were willing to test, the author explained that there were two tests to be taken, the first being a forty question test that required reading of the questions and answering by using the scale of 1-6. The test sheets were to be used to mark their answers. The second test was a 180 question test that was to be answered using Yes or No. This test was to be answered using a USAFSS Form 218. (See Appendix.) The letter A was to be used for Yes and the letter B was to be used for No. The USAFSS Form 218 was modified to receive additional information concerning the subjects' date of birth, educational level, and total active federal military service. The subjects were asked to complete the information required.

It was explained that the tests were standardized tests and not written by the author. The subjects were

told that the tests and results would be discussed on an individual basis after all subjects had completed testing. This was done to preclude compromising the tests and test results. All subjects were asked to answer the test questions truthfully and not to answer as they thought the questions should be answered. Several subjects expressed concern over certain questions in the CTP seemingly related to the civilian community. The author indicated that they should answer the questions as best they could using the military community as a basis for their answer. This particular item will be discussed in Part Four of this paper.

All tests were hand scored by the author. The answers on the Dogmatism scale were totalled and the scores recorded. The CTP was scored using pre-punched USAFSS Form 218s as scoring masks. The answer forms were scored for each of the CTP subsections and for personal adjustment, social adjustment and total adjustment. The scores obtained from the test results were recorded and the means and standard deviations obtained for the overall Security Police unit. Means and standard deviations were obtained for each subsection of the CTP, the major adjustment sections, and the Dogmatism scores. The other data collected was also standardized for the Security Police unit.

After this data was compiled, the ratings given the subjects by the senior NCOs were recorded and the

top one third ratings and bottom one third ratings determined. Then means and standard deviations were obtained for each of the four rated areas and statistical analysis conducted.

CHAPTER III: DATA ANALYSIS

HYPOTHESES

The first hypothesis under study states that the subjects rated highest on duty performance, working relations, acceptance of NCO responsibility and potential to the Air Force will score higher on the California Test of Personality than those rated lowest. The second hypothesis states that the persons rated highest on duty performance, working relations, acceptance of NCO responsibility, and potential to the Air Force will score lower on the Dogmatism scale than those rated lowest. The corollary hypothesis is that the scores on the California Test of Personality and the Dogmatism scale will be inversely proportional.

STATISTICAL METHOD USED

The hypotheses were tested using the student t distribution formula of:

$$t = \frac{\bar{X}_1 - \bar{X}_2}{\sqrt{\frac{N_1 S_1^2 + N_2 S_2^2}{N_1 + N_2 - 2}} \cdot \sqrt{\frac{N_1 + N_2}{N_1 N_2}}}$$

where N_1 = number in population 1; N_2 = number in population 2; S_1 = standard deviation of population 1; S_2 = standard deviation of population 2; X_1 = mean of population 1; and X_2 = mean of population 2. All tests

were conducted at the .05 level of significance.

The data obtained from the statistical analysis was based on using the top one third and the bottom one third of the rated subjects. The study was designed to assess whether the CTP and the Dogmatism scale could be used to select those people who were suited or not suited for Security Police work. The idea was to segregate the outstanding security policemen and the worst security policemen by use of these ratings, assuming that those personnel who were rated highest and those rated lowest would have significant differences in their scores. It was also assumed that if the top and bottom scores were significantly different, the subjects rated in the middle would have average CTP and Dogmatism scores. Therefore, the subjects rated in the middle could make good or bad security policemen based upon other criteria not tested by the CTP or Dogmatism scores.

The latter assumption was proven correct using the APR section on overall evaluation as the basis for comparison. The personnel ranked in the middle by APR rating fit the security policeman mean score profile almost exactly. The subjects in the middle rating were also in the middle on the CTP and Dogmatism scores. This is shown in Diagram 1.

Diagram 2 contains a comparison of the total Security Police unit profile on the CTP and the norm profile of the CTP. The mean scores for the total

COMPARISON OF MEAN SCORE PROFILE FOR MIDDLE RATED Ss ON OVERALL EVALUATION AND MEAN SCORE PROFILE FOR SECURITY POLICE

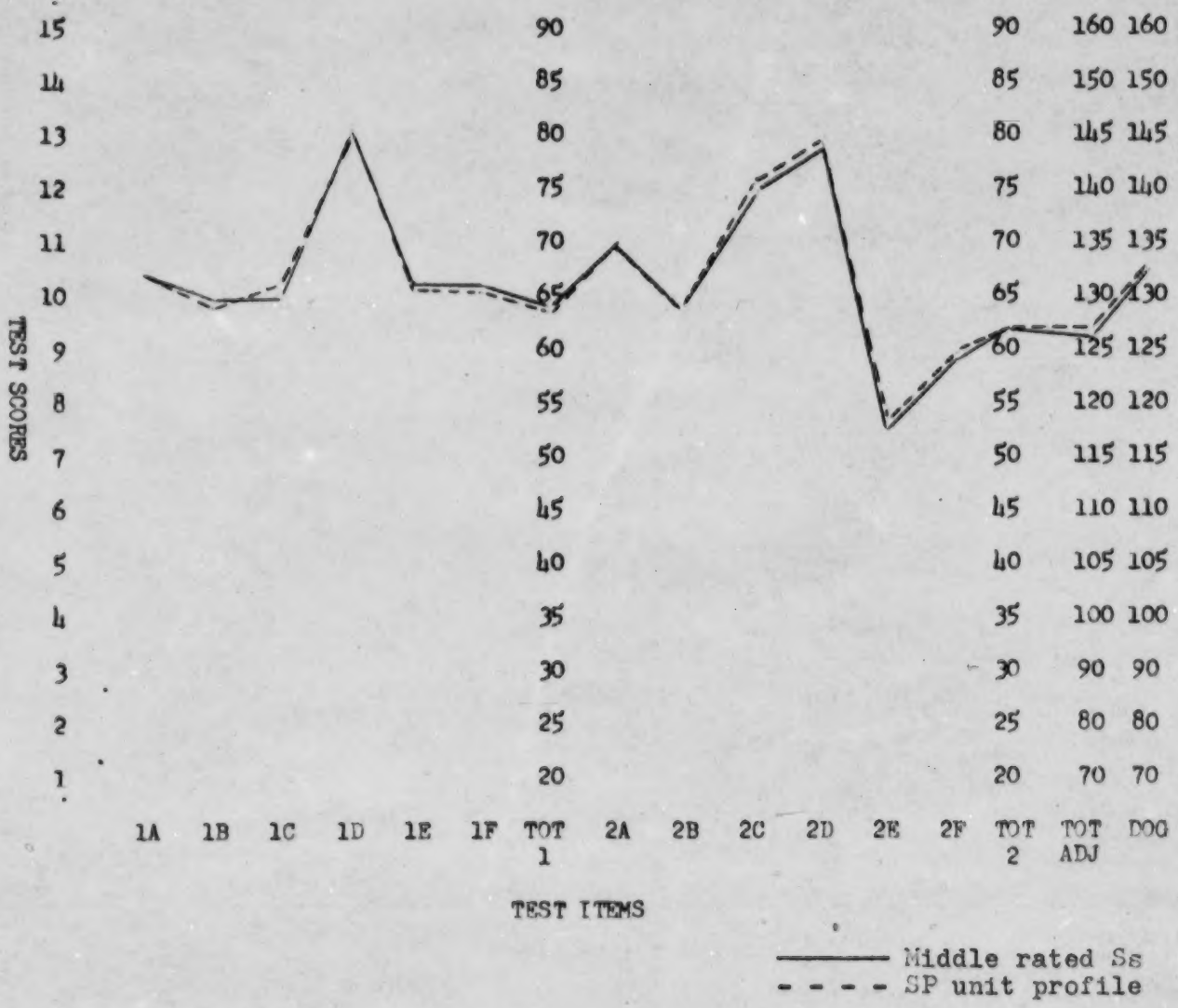


Diagram 1

COMPARISON OF SECURITY POLICE MEAN SCORE PROFILE
WITH MEAN SCORE PROFILE OF CTP NORMS

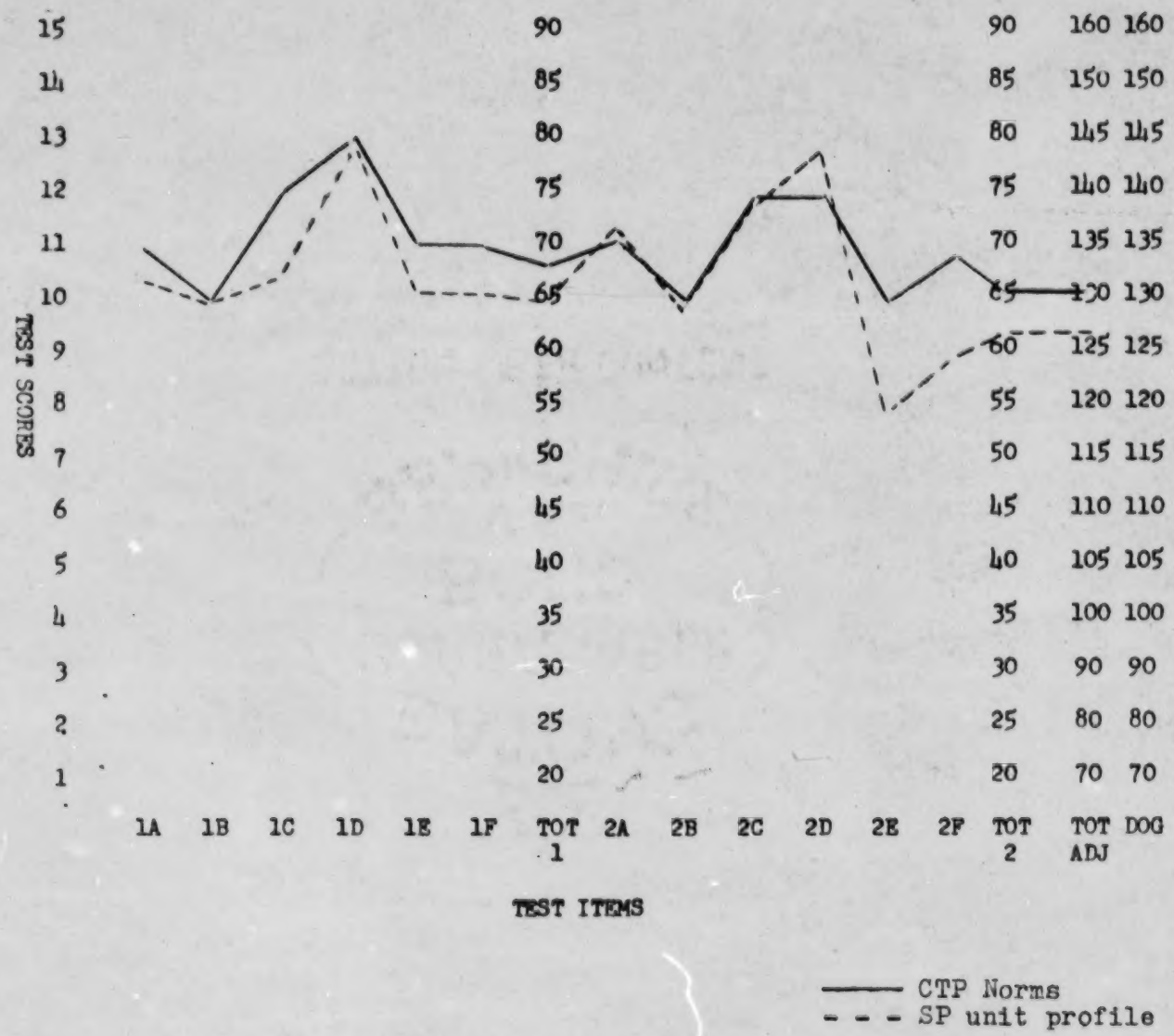


Diagram 2

Security Police subjects fell within the first standard deviation of the CTP profile.

Correlation studies were run on the mean total scores collected. These found a .79 correlation between the personal adjustment scores and the social adjustment scores, -.19 correlation between total adjustment scores of the CTP and dogmatism scores, .23 correlation between the total adjustment and age, and .11 correlation between age and the dogmatism scores. The only significant correlations was that between the social and personal adjustment scores. This was similar to the data provided by the authors of the CTP.

PERFORMANCE OF DUTY

Diagram 3 contains the mean score profile of the top one third rated subjects in the performance of duty. Diagram 4 contains the mean score profile of the bottom one third rated subjects on the performance of duty. Diagram 5 is a comparison of the mean score profiles for the top and bottom one thirds on performance of duty. Analysis of these profiles revealed statistical differences in five subscores on the CTP and in one major scale of the CTP. The t values for all the scores are contained in Table 3. The scores on the subscales of personal worth (1B), feeling of belonging (1D), withdrawal tendencies (1E), and community relations (2F) were significant above the .05 with ts of 2.35, 2.39, 2.33, and 2.45 respectively. The scores on occupational relations (2E) were significant above .01 with a t of 3.08. The total adjustment score was significant above .05 with a t of 2.30. Analysis of the dogmatism scores did not reveal a significant difference. The top rated subjects were significantly older and had longer time in service than those rated in the bottom one third. Analysis of this data showed that the age differences were significant above .01 with a t of 4.47. Time in service was significant above .01 with a t of 4.18. The t values for 20 degrees of freedom at .05 was 2.086.

MEAN SCORE PROFILE OF TOP ONETHIRD RATED Ss IN DUTY PERFORMANCE

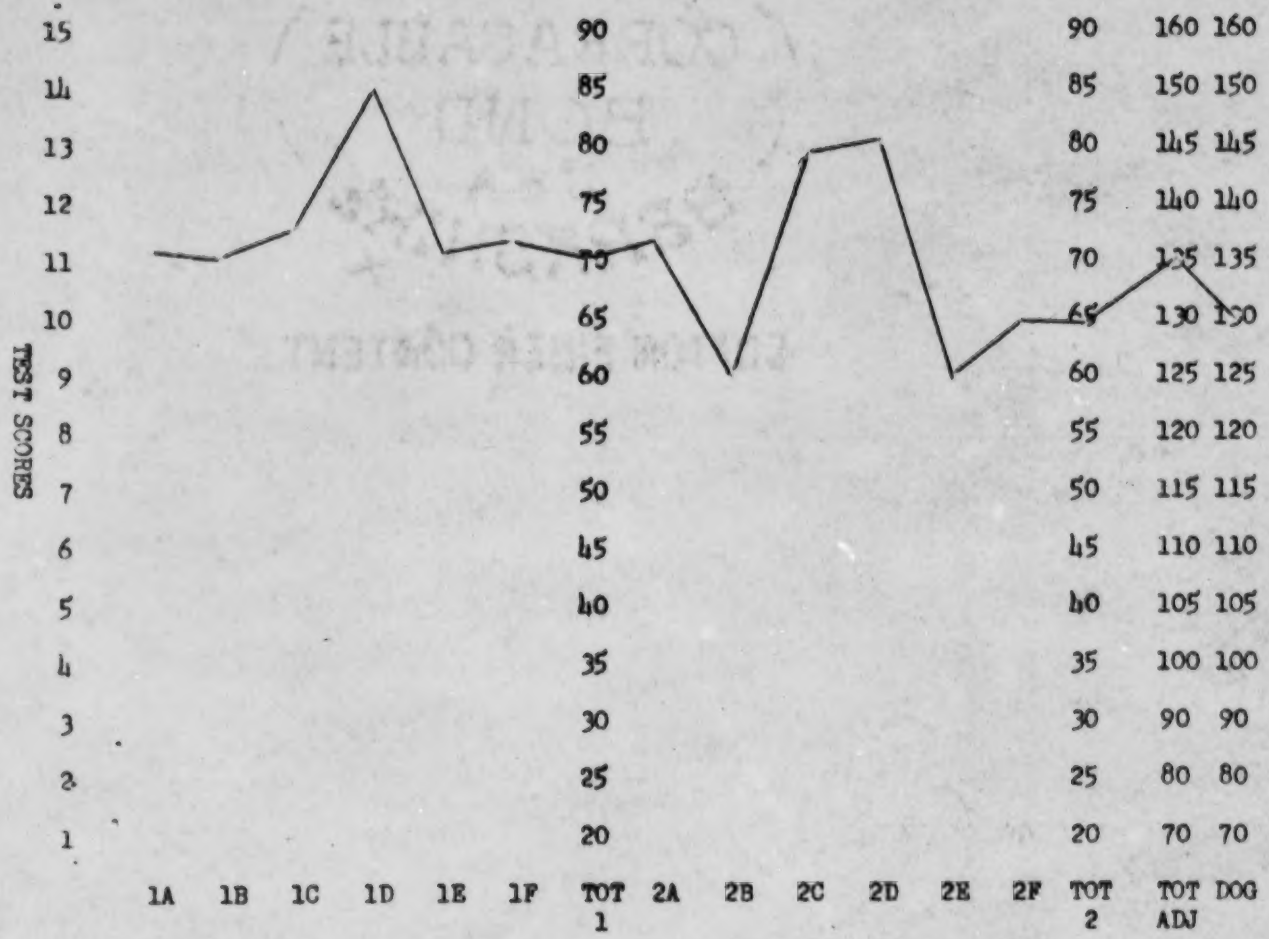
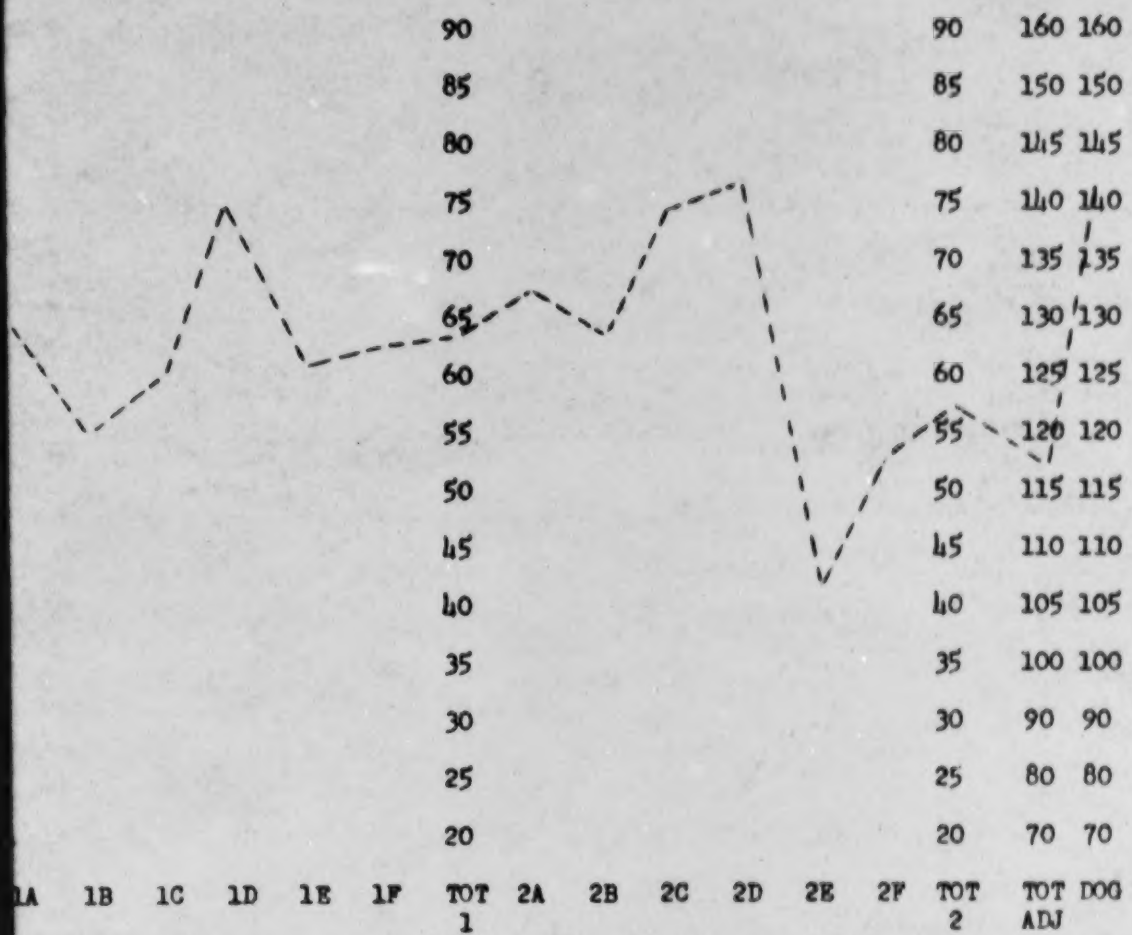


Diagram 3

MEAN SCORE PROFILE OF BOTTOM RATED ONE THIRD
Ss IN DUTY PERFORMANCE



TEST ITEMS

Diagram 4

COMPARISON OF MEAN SCORE PROFILE FOR TOP AND BOTTOM RATED ONE THIRDS Ss IN DUTY PERFORMANCE

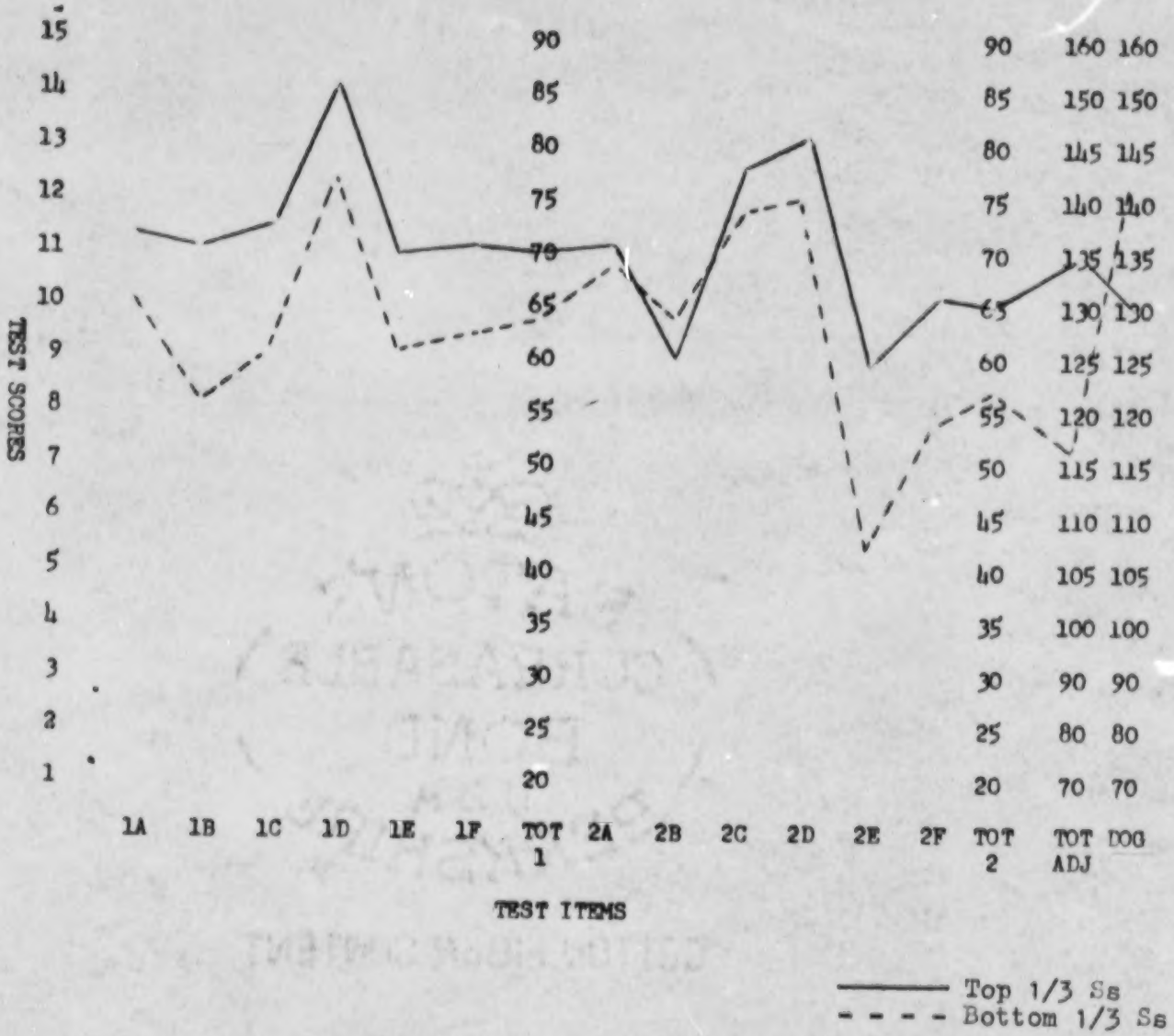


Diagram 5

t values for Performance of Duty

1A	1.33	2A	.47
1B	2.35*	2B	-.44
1C	1.98	2C	.99
1D	2.39*	2D	.87
1E	2.33*	2E	3.08***
1F	1.68	2F	2.45*
per adj	1.77	soc adj	1.75

TOT ADJ	DOG	AGE	TIS
2.30*	-1.02	4.77***	4.18***

* .05 significance
** .025 significance
*** .01 significance

df = 20

Table 3

WORKING RELATIONS

Diagram 6 contains the mean score profile of the top rated one third in working relations. Diagram 7 contains the mean score profile of the bottom rated one third in working relations. Diagram 8 is a comparison of the mean score profiles for these subjects. Analysis of the data revealed significant differences on two subscores of the CTP and on the dogmatism scores. Table 4 contains the t values for the scores. The subscales of social standards (2A) was significant at .025 with a t of -2.81 and occupational relations (2E) scores were significant at .025 with a t of 2.73. The dogmatism scores were significant above .05 at .025 with a t of -2.59. There were no other significant differences, but the majority of the scores on the tests were in the opposite direction predicted. That is, the subjects rated lowest on working relations tended to obtain higher scores on the CTP. This can be seen in the negative t values contained in Table 5. The t values for 20 degrees of freedom at .05 was 2.086.

MEAN SCORE PROFILE OF TOP ONE THIRD RATED Ss IN WORKING RELATIONS

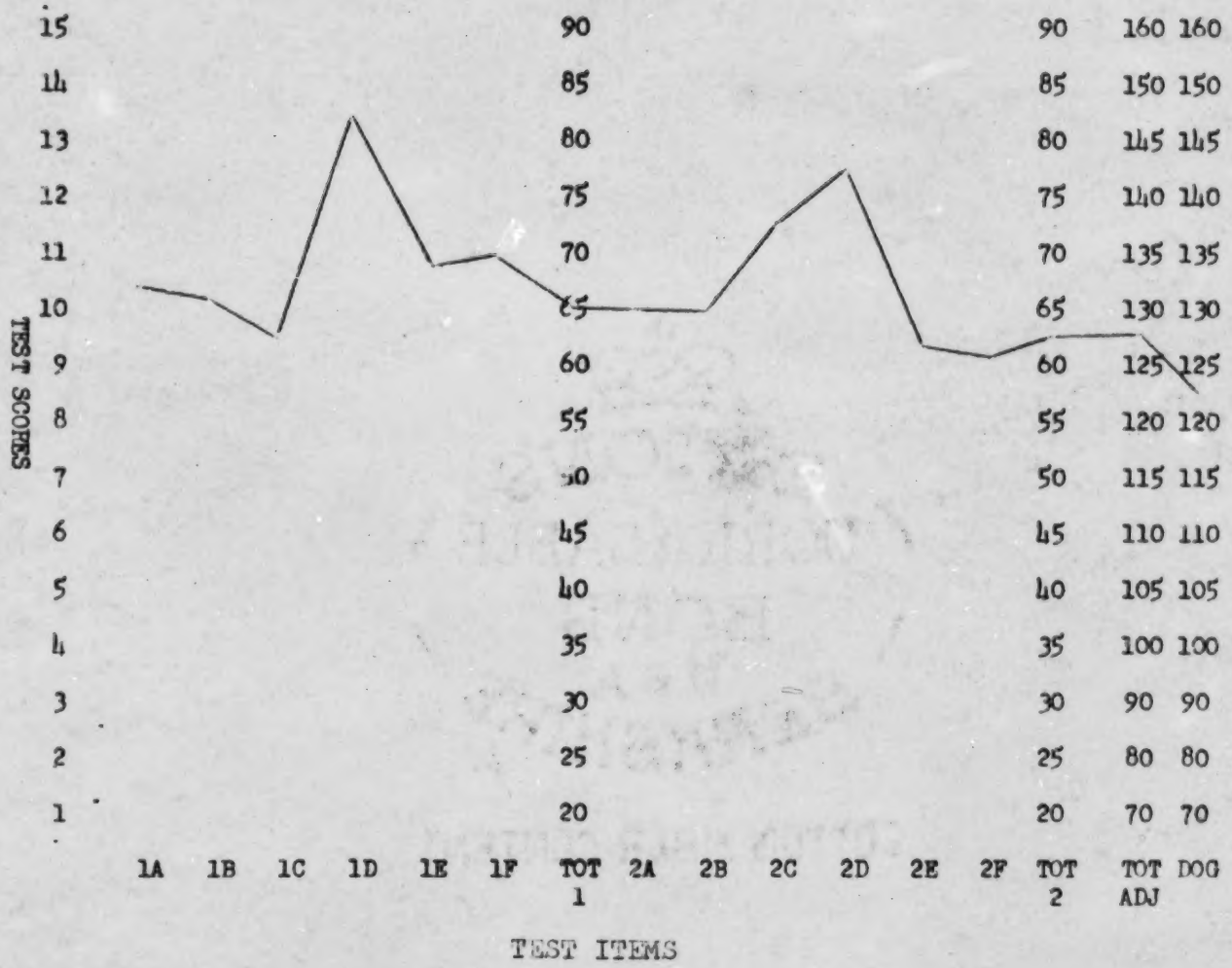


Diagram 6

MEAN SCORE PROFILE OF BOTTOM RATED ONE THIRD
Ss IN WORKING RELATIONS

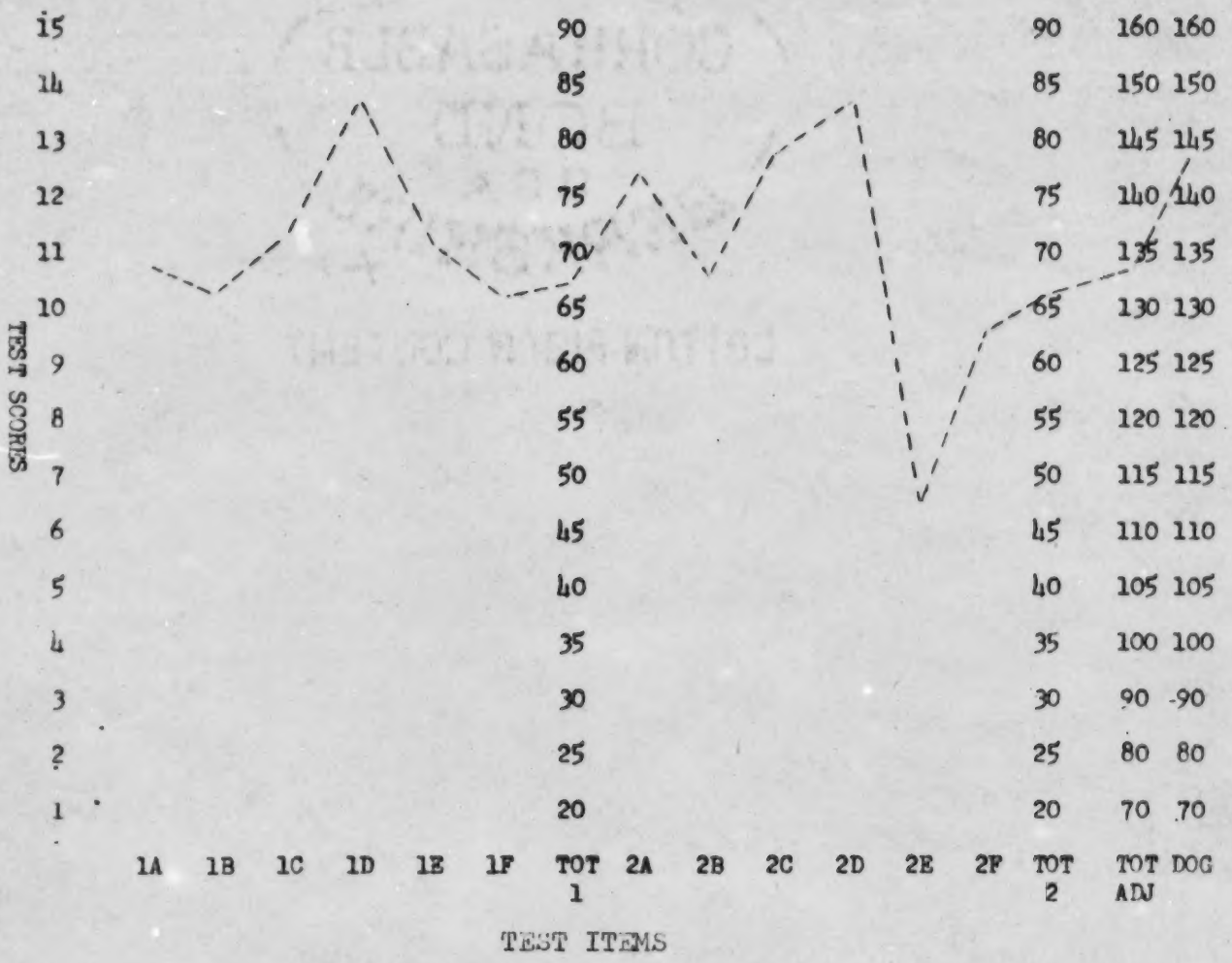


Diagram 7

COMPARISON OF MEAN SCORE PROFILE FOR TOP AND BOTTOM RATED ONE THIRDS Ss IN WORKING RELATIONS

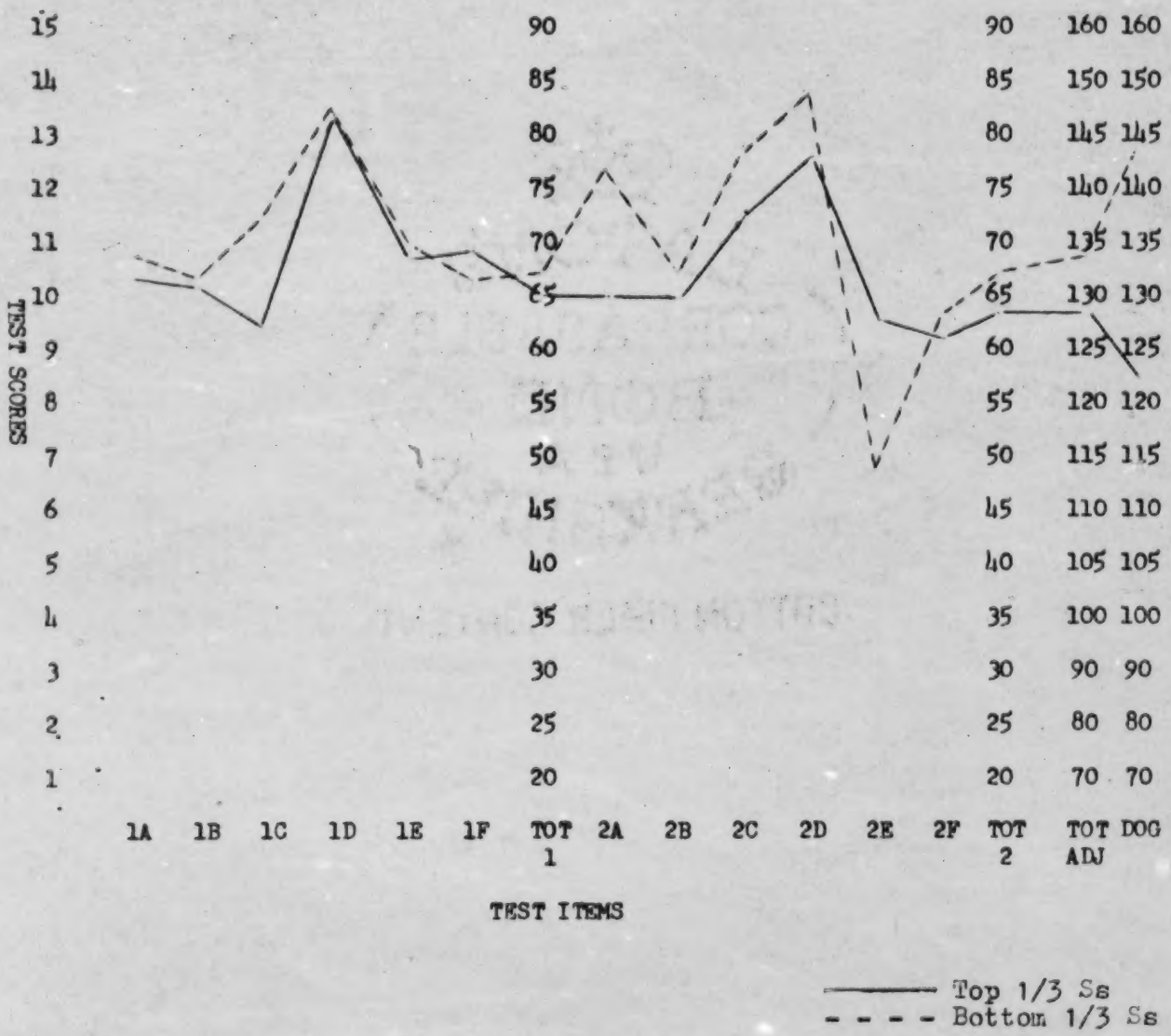


Diagram 8

t values for Working Relations

1A	-.40	2A	-2.81
1B	-.04	2B	.40
1C	-1.51	2C	-1.56
1D	-.43	2D	-1.45
1E	-.43	2E	2.73**
1F	.63	2F	-.58
per adj	-.11	soc adj	-1.12

TOT ADJ	DOG	AGE	TIS	ED LEV
-.91	-2.59**	.40	.39	-.25

* .05 significance
** .025 significance
*** .01 significance

df = 20

Table 4

ACCEPTANCE OF NCO RESPONSIBILITY

Diagram 9 contains the mean score profile of the top rated one third in acceptance of NCO responsibility. Diagram 10 contains the mean score profile of the bottom rated one third in acceptance of NCO responsibility. Diagram 11 contains a comparison of these mean score profiles. Analysis of the data revealed scores on the subscales of the CTP to be statistically significant. These were withdrawal tendencies (1E) and occupational relations (2E). The scores on the withdrawal tendency subscale was significant at .05 with a t of 2.096. The scores on the occupational relations subscale were significant above .05 at .01 with a t of 3.04. All other scores were not significant, but they were in the predicted direction. There was a significant difference in the age and time in service between the two groups. The age and time in service differences were significant above .05 at .01 with ts of 5.47 and 5.09 respectively. The t values for acceptance of NCO responsibility is contained in Table 5. The t values for 19 degrees of freedom at .05 is 2.093.

MEAN SCORE PROFILE OF TOP ONE THIRD RATED Ss IN ACCEPTANCE OF NCO RESPONSIBILITY

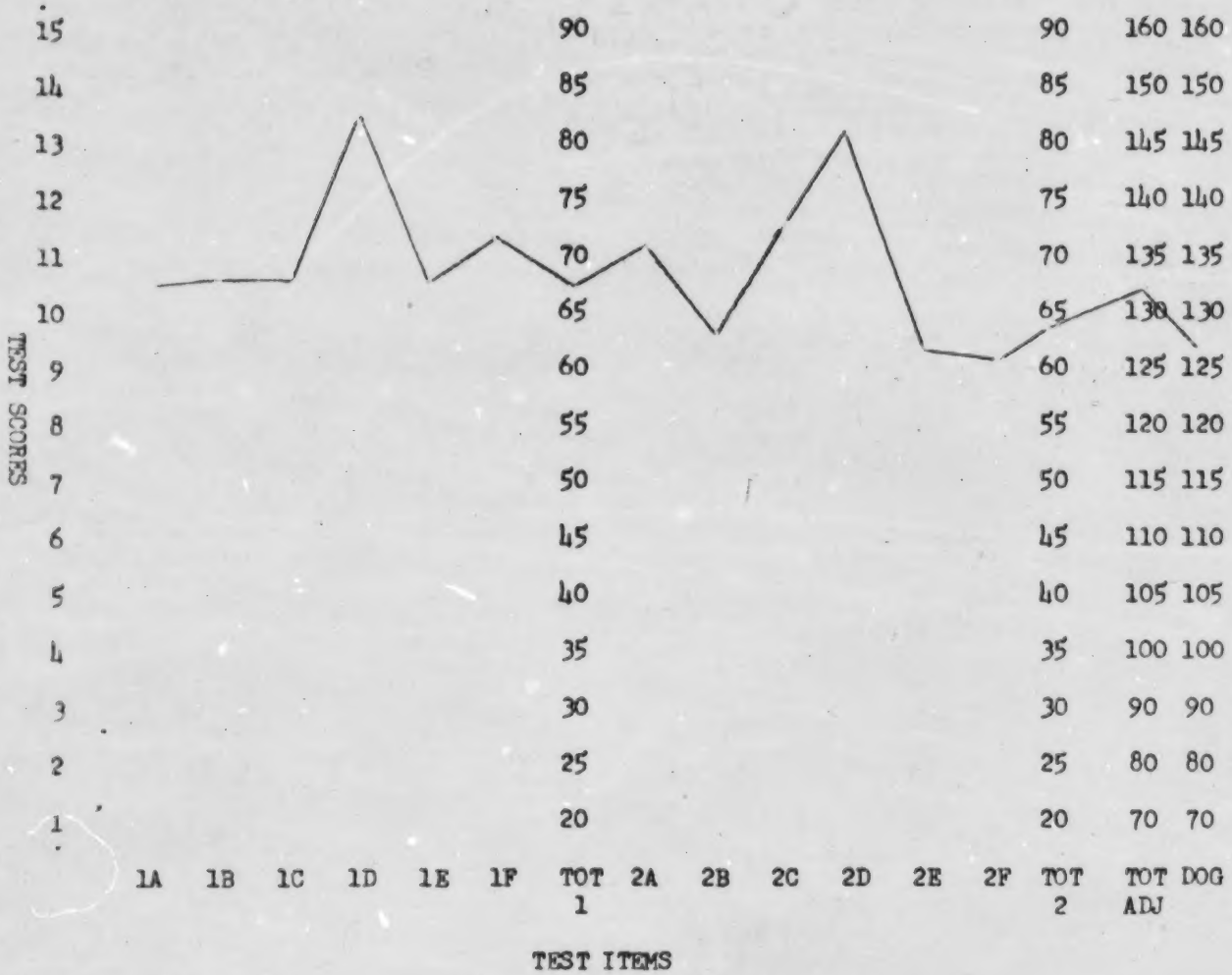


Diagram 9

MEAN SCORE PROFILE OF BOTTOM RATED ONE THIRD
Ss IN ACCEPTANCE OF NCO RESPONSIBILITY

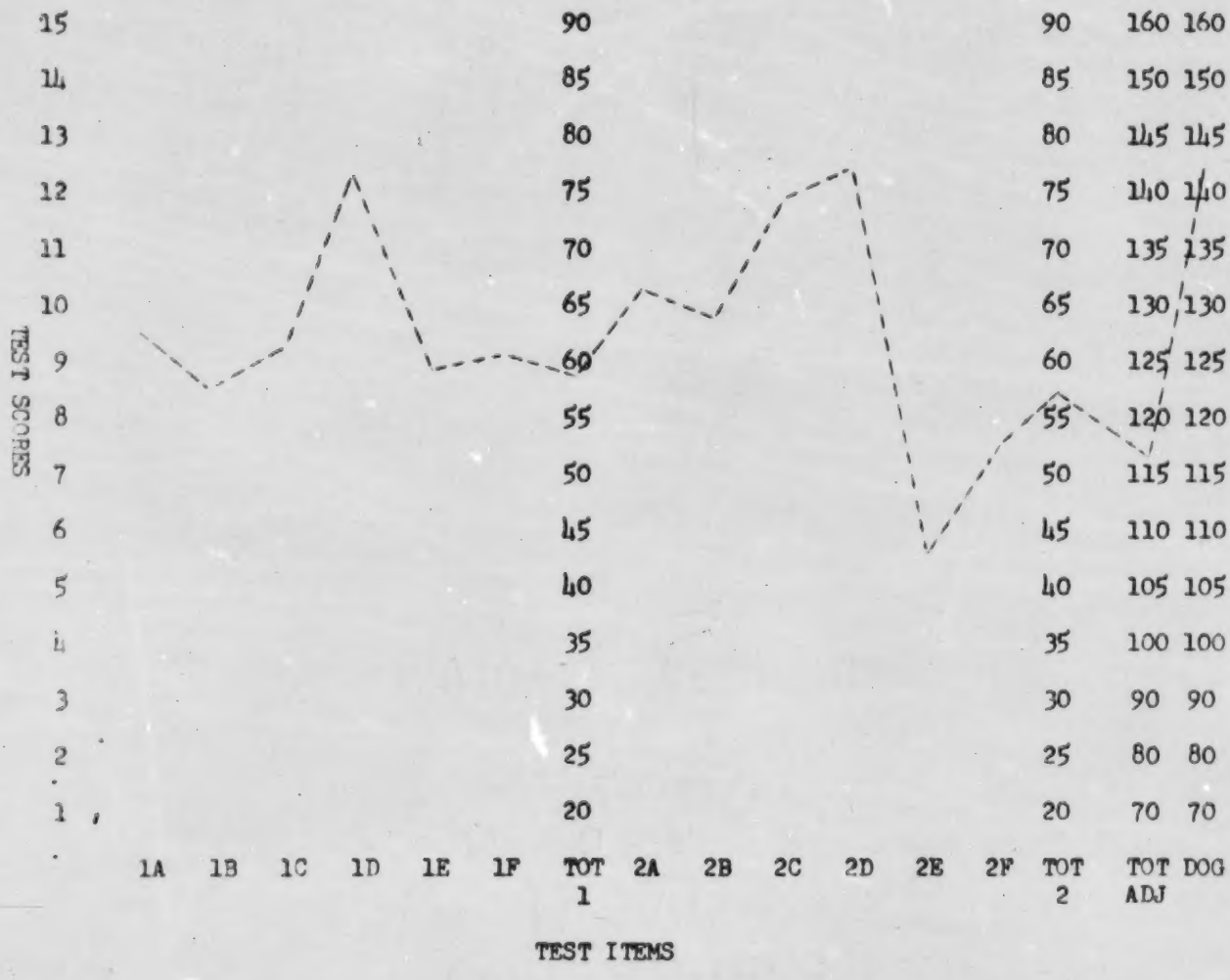


Diagram 10

COMPARISON OF MEAN SCORE PROFILE FOR TOP AND BOTTOM RATED ONE THIRDS Ss IN ACCEPTANCE OF NCO RESPONSIBILITY

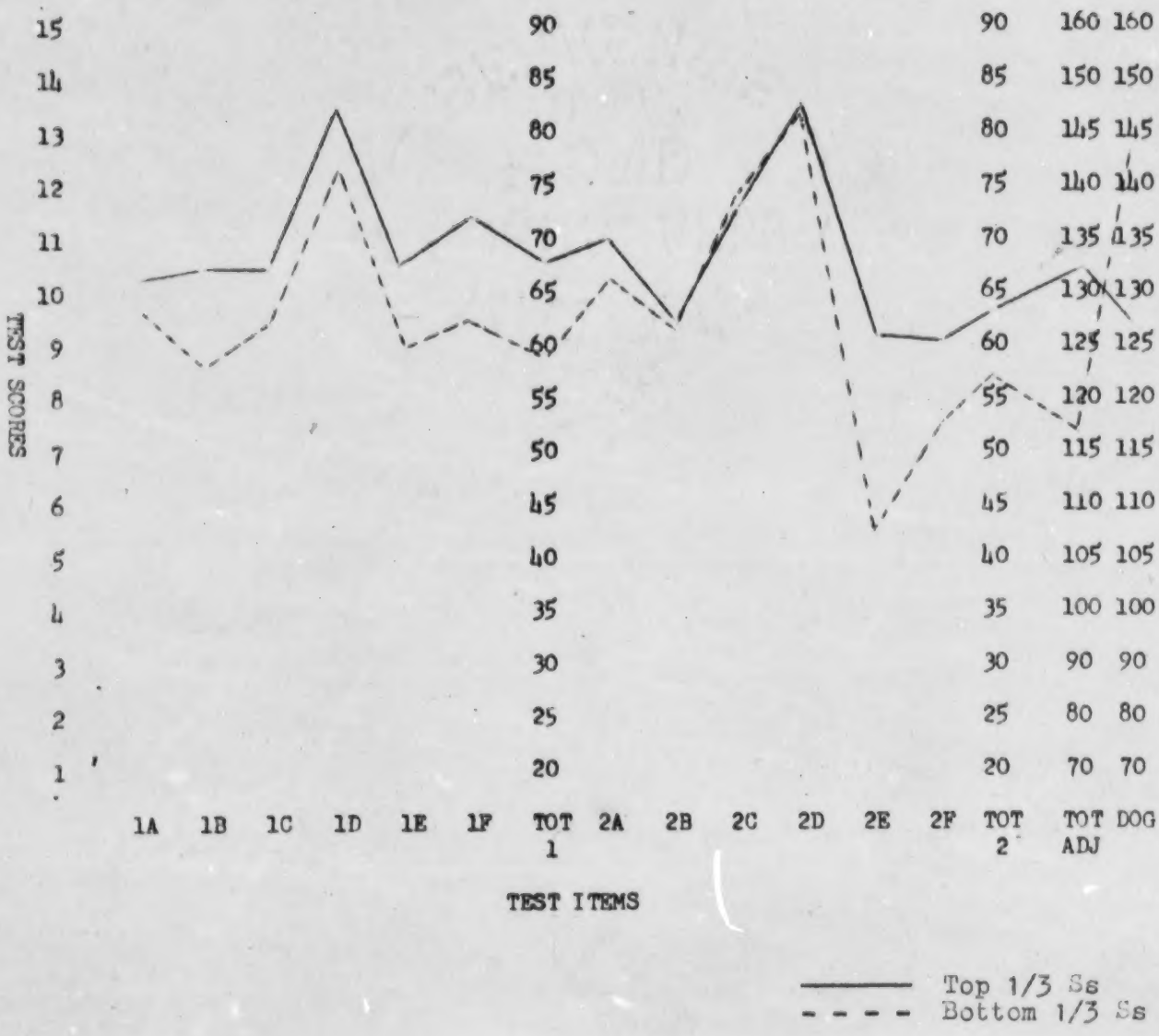


Diagram 11

t values for Acceptance of NCO Responsibility

1A	.82	2A	.57
1B	1.74	2B	.03
1C	.72	2C	-.15
1D	1.29	2D	1.30
1E	2.096*	2E	3.04***
1F	1.80	2F	1.84
per adj	1.80	soc adj	1.64

TOT ADJ	DOG	AGE	TIS
1.81	-1.70	5.47***	5.09***

* .05 significance
** .025 significance
*** .01 significance

df = 19

Table 5

OVERALL EVALUATION

Diagram 12 contains the mean score profile for the top rated one third in the overall evaluation. Diagram 13 contains the mean score profile of the bottom rated one third in the overall evaluation. Diagram 14 contains a comparison on the bottom and top one thirds mean score profiles for the ratings in overall evaluation. Analysis of the data revealed only one significant subscale score. This was the occupational relations (2E). The differences were significant above .05 at .01 with a t of 2.99. The other subscale and major scale scores were not statistically significant. The scores on the dogmatism scale were not statistically significant, but they were in the predicted direction. The age and time in service differences were significant above the .05 level at .01. The t values were 4.23 and 4.72 respectively. The t values for the overall evaluation is contained in Table 6. The t values for 17 degrees of freedom at .05 is 2.110.

MEAN SCORE PROFILE OF TOP ONE THIRD RATED Ss
IN OVERALL EVALUATION

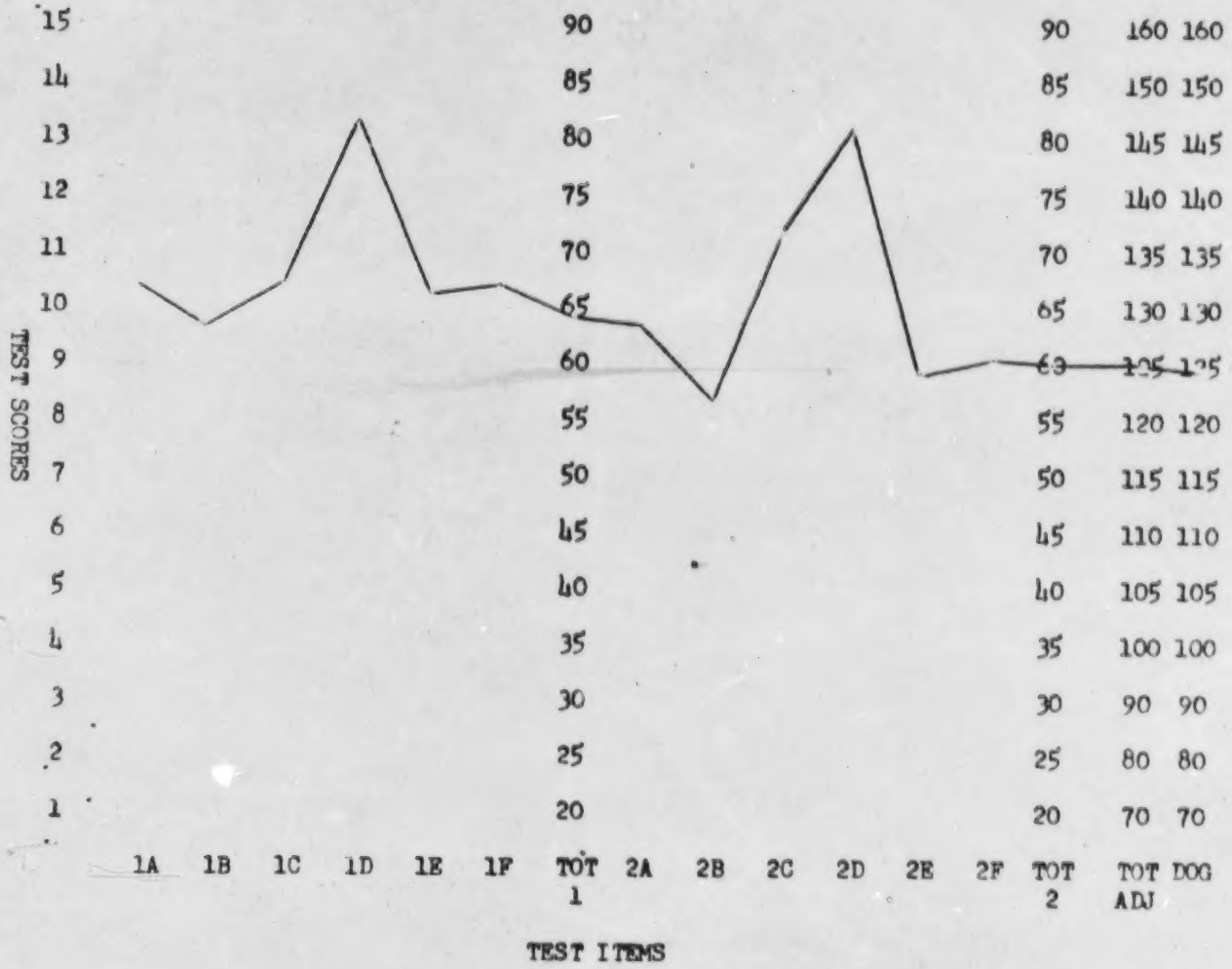


Diagram 12

MEAN SCORE PROFILE OF BOTTOM RATED ONE THIRD
Ss IN OVERALL EVALUATION

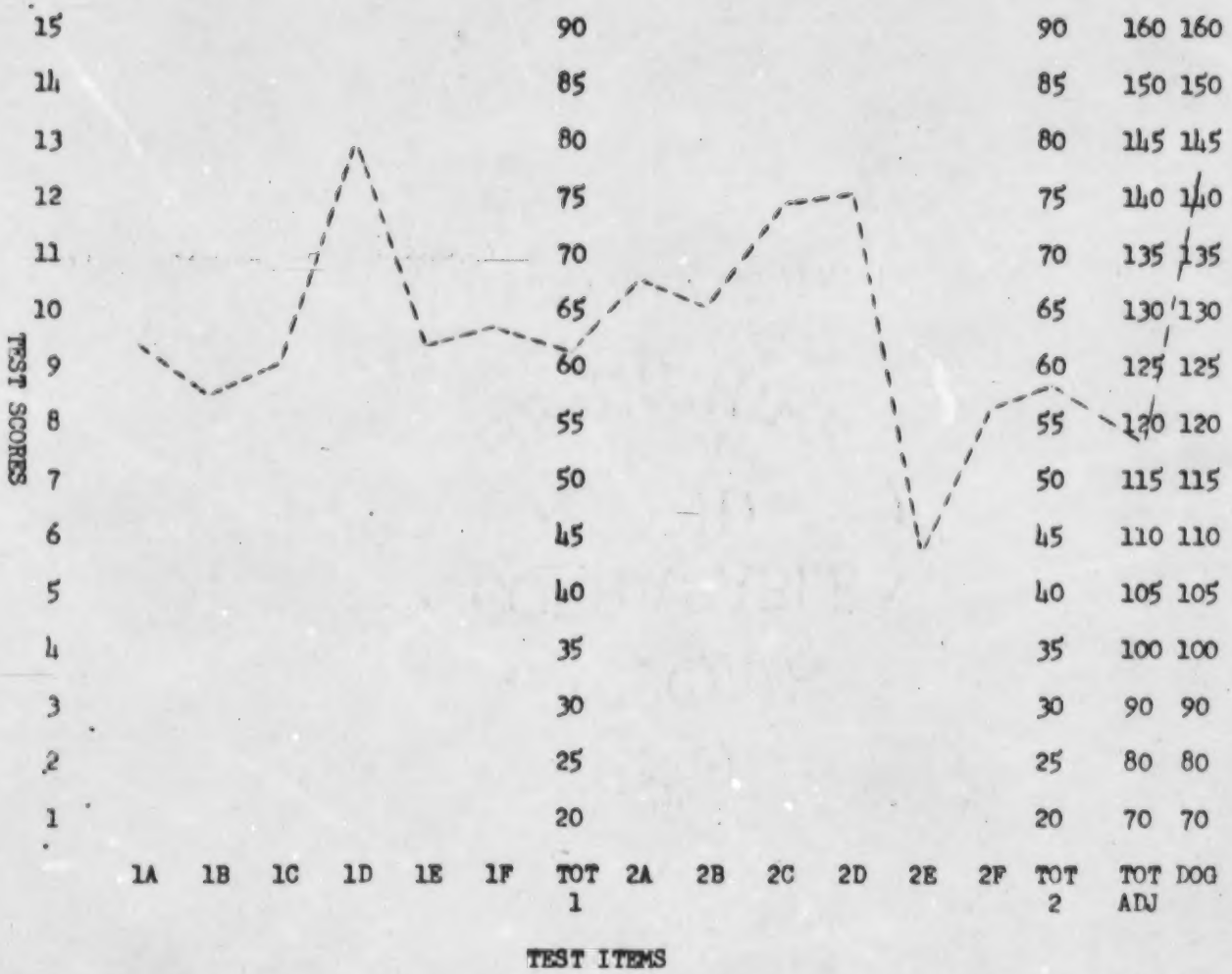


Diagram 13

COMPARISON OF MEAN SCORE PROFILE FOR TOP AND BOTTOM RATED ONE THIRDS Ss IN OVERALL EVALUATION

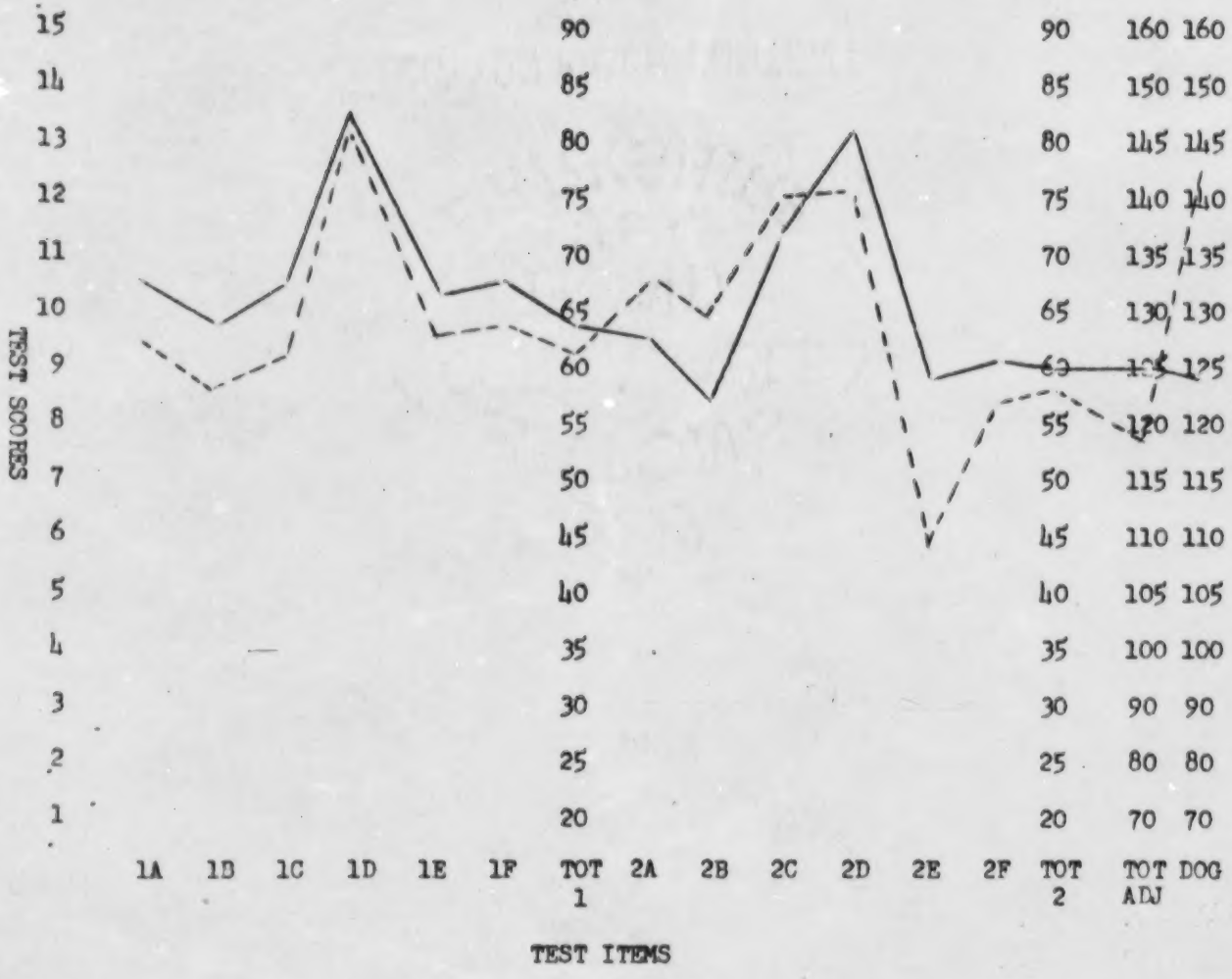


Diagram 14

t values for Overall Evaluation

1A	.96	2A	-.72
1B	.80	2B	-1.22
1C	.87	2C	-.42
1D	.34	2D	.91
1E	.83	2E	2.99***
1F	.43	2F	.67
per adj	.93	soc adj	.40

TOT ADJ	DOG	AGE	TIS
.77	-1.56	4.23***	4.72***

* .05 significance
** .025 significance
*** .01 significance

df = 17

Table 6

CHAPTER IV: DISCUSSION

FINDINGS

Reviewers of the CTP suggest that only the major adjustment scores can be used in any predictive study due to the low reliability of the subscale scores. Using this criteria, only two significant relationships were found between the CTP scores and APR ratings. These relationships were between (1) the total adjustment scores and ratings on duty performance, and (2) social adjustment scores and ratings on duty performance. Dogmatism scores and ratings on working relations were also significantly related.

One subscale score of the CTP was of special interest. Those subjects who were rated in the top one third by APR ratings were happier with their job. In three of the APR rated areas, the relationship was significant at .01 and in the other rated area, the relationship was significant at .025.

EVALUATION

The Overall Evaluation section of the APR is the only really significant portion of the APR. The ratings on the subsections of the APR carry no real weight as they do not in and of themselves influence the ratings on the Overall Evaluation section, nor are they used in determining whether a person will be promoted. It is the Overall Evaluation section of the APR which determines whether an individual will be promoted and

whether he is suitable for the Air Force.

Most Security Police supervisors feel that promotions in the career field have been uniformly low over the years. Therefore, they feel that they should not default a young man by being overly objective on the APR ratings. The supervisors feel that people in other career fields are promoted ahead of security policemen due to inflated ratings. In most Security Police units, the average airman now receives an 8 overall rating and nimety percent of all other Security Police personnel will receive a 9 overall rating. Over ninety percent of the subjects in this study received an 8 or 9 overall rating on their last official APR, yet under the condition of anonymity in this study, the ratings ranged from 3.5 to 8.5 both in Overall Evaluation and in the subsections of the APR.

Since the subsections of the APR have no real weight, the relationship discovered between certain adjustment scores and APR ratings is of no advantage in differentiating good and bad security policemen. The same disadvantage holds true for the relationship between the Dogmatism scores and the APR ratings on working relations.

The subjects who were rated highest in three rated areas of the APR and who scored significantly higher on job satisfaction were also older and had more military

service. The job satisfaction expressed by these subjects and their age and military service would argue for their socialization. Those individuals who decided to make the Air Force a career were happier with their jobs and were more adapted to the military system. The senior rating NCO would tend to see these people as more like him and so give them higher ratings on the APR. The decision to make the Air Force a career would also encourage the individual to work harder and get along within the military system, whereas the younger individuals have a tendency to complain and fight the system. The senior NCOs become upset with this behavior and vent their frustrations on the younger airmen by giving lower APR ratings.

FACTORS AFFECTING THE OUTCOME

The subjects in this study were a highly select group of individuals who have passed a rigid screening in the SSIR clearance process. This selection process makes the group relatively homogeneous and not sufficiently different in any way that would be reflected on the standardized tests used. The SSIR process eliminates those individuals with major personality deficiencies and those having major confrontations with the judicial system. The personality factors that would keep a person from deviant behavior would also make for a more positive score on the CTP. This is not to say

that the SSIR process automatically eliminates every undesirable person, but an individual who has passed the SSIR screening process is more likely to have values similar to those measured by the CTP. The examination of the mean score profile for the total security police section showed that the subjects were closely aligned to the norms established by the authors of the CTP.

The APR ratings used for the ranking of the subjects are very subjective and allow many variables not controllable by the author to enter the study. Definitions of the APR subsections (which are rather ambiguous) and personality factors of the senior NCOs could not be controlled. The subsection definitions can be interpreted differently by each person, as there are no set standards against which the various subsection definitions can be assessed. The senior NCOs who performed the rating for the author each had over twenty two years of active service. These individuals began their service career when there was more discipline and order in the military. The relaxed discipline displayed by the younger subjects could account for their lower ratings. The older subjects with at least eight years service have experienced enough of the "old Air Force" to have incorporated its values and traditions and to be acceptable to the older NCOs.

The subjects in this study were not statistically similar to the overall Air Force Security Police in

the fact that none of the assigned Security Police were involved in OSI investigations or LCPC. As mentioned before, the SSIR screening process weeds out the highly undesirable individuals. Thus many of the problems experienced by other Security Police units are not experienced in this unit.

Portions of the California Test of Personality were not designed to be used in the military environment. Questions such as "Do you feel that many employers are unfair in their methods of promotions?", "Do you feel that the chances of improving the conditions of your work are good?", "Do you feel that your local public officials are honest and efficient?" are difficult to answer when there is little choice on the part of the military member. These questions and others like them caused concern on the part of the subjects. They felt that answering the questions out of context would affect their final scores.

CONCLUSION

The California Test of Personality and Rokeach's Dogmatism scale do not seem to have any predictive value in the selection of Air Force security policemen. There are relationships within several subsections, but the scores on the CTP and the Dogmatism scale have no significant statistical relationship to the overall APR rating. Since the Overall Evaluation section of the

APR is the determining factor in promotions and retainability in the Air Force, there would have to have been significant relationships between the CTP major scores and the ratings on the Overall Evaluation and between the Dogmatism scores and the ratings on the Overall Evaluation. This was not the case. The t values indicated that certain scores were in the predicted direction, but the factor of chance cannot be overlooked.

With the increased emphasis on the quality of individuals assigned as Security Police, the need for a selection instrument cannot be underestimated. The California Test of Personality and the Dogmatism scale do not appear to fulfill this need. The majority of the studies conducted so far have not been able to find an instrument or other means of finding the ideal policeman. The criteria for being a policeman is at best nebulous and there is no clear cut definition of what a policeman is or should be.

Hopefully, the work now being dome by the Human Resources Lab will enable the Air Force to develop an instrument useful in selecting individuals suitable for the Security Police career field. The cost in lost time and effort alone are sufficient to warrant an extensive search for the factors that constitute a good policeman and how to measure them.

APPENDIX

APPENDIX A

AF FORM 910

TSGT, SSGT AND SGT PERFORMANCE REPORT

I. IDENTIFICATION DATA

1. LAST NAME - FIRST NAME - MI	2. SSAN	3. GRADE

4. ORGANIZATION, LOCATION, AND COMMAND	5. RESERVE WARRANT OR COMMISSION GRADE AND SSAN	6. REASON FOR REPORT
		☐ NO REPORT 1 YEAR ☐ CHANGE OF REPORTING OFFICIAL ☐ NO REPORT 6 MONTHS ☐ DIRECTED BY _____

7. PERIOD OF REPORT & SUPERVISION

FROM	THRU	NR DAYS

II. DUTIES: PAFSC _____ DAFSC _____ CAFSC _____, CURRENT DUTY:

III. PERSONAL QUALITIES

			0	1	2	3	4	5	6	7	8	9
1. PERFORMANCE OF DUTY: Consider the quantity, quality, and timeliness of his work in the duties described in Section II.	REPORTING OFFICIAL											
		N/O										
	INDORSING OFFICIAL											
2. WORKING RELATIONS: Consider how well he used his ability to communicate (oral and written) and to get along with others to improve his overall performance.	REPORTING OFFICIAL											
		N/O										
	INDORSING OFFICIAL											
3. TRAINING: Consider how well he discharges his responsibilities as an OJT supervisor, trainer, or trainee and in other efforts to improve his technical knowledge and educational level.	REPORTING OFFICIAL											
		N/O										
	INDORSING OFFICIAL											
4. SUPERVISION: Consider how well he supervises, leads, uses available resources, and maintains good order and discipline.	REPORTING OFFICIAL											
		N/O										
	INDORSING OFFICIAL											
5. ACCEPTANCE OF NCO RESPONSIBILITY: Consider his acceptance of responsibility for his actions and those of his subordinates.	REPORTING OFFICIAL											
		N/O										
	INDORSING OFFICIAL											
6. BEARING AND BEHAVIOR: Consider the degree to which his bearing and behavior on and off duty improve the image of Air Force NCOs.	REPORTING OFFICIAL	BR										
		BH										
		N/O	0	1	2	3	4	5	6	7	8	9
	INDORSING OFFICIAL	BR										
		BH										

IV. OVERALL EVALUATION

			0	1	2	3	4	5	6	7	8	9
How does he compare with others of his grade and Air Force specialty? Promotion potential is an essential consideration in this rating.	REPORTING OFFICIAL											
	INDORSING OFFICIAL											
	1ST ADDITIONAL INDORSING OFFICIAL	N/O										

APPENDIX B

SUPPLEMENTAL RATING FORM

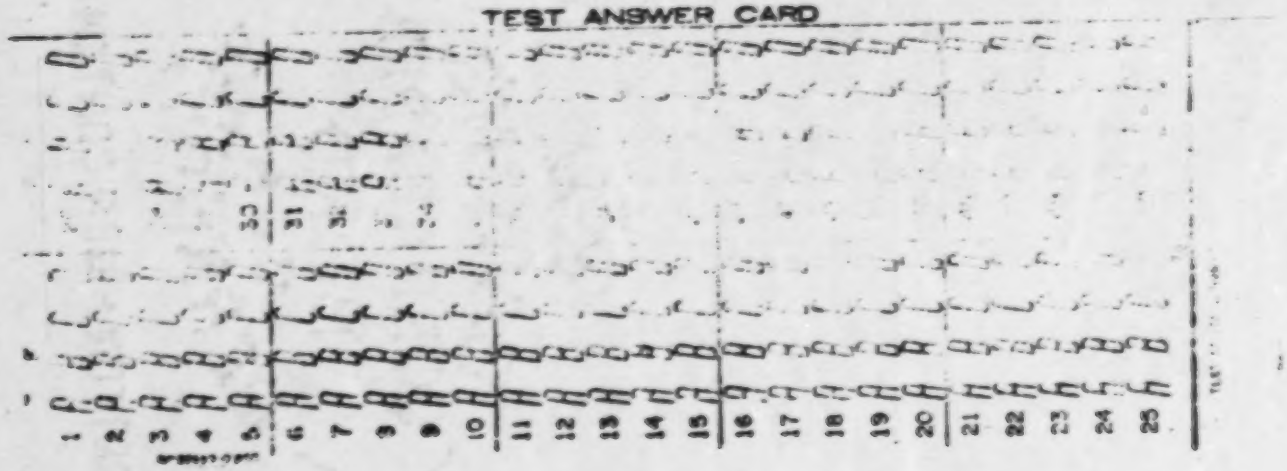
NAME	1	2	3	4	5	6	IV

APPENDIX C

USAFSS FORM 218

NAME [redacted] DOB: [redacted] ED. Level [redacted] CLASS 7th/8th TEST FRONT

TEST ANSWER CARD



APPENDIX D

ROKEACH'S DOGMATISM SCALE

Name_____

Please write in the number that best expresses your reaction, according to the following key:

1 = strongly disagree
2 = moderately disagree
3 = slightly disagree
4 = slightly agree
5 = moderately agree
6 = strongly agree

1. The United States and Russia have just about nothing in common. _____

2. The highest form of government is a democracy and the highest form of democracy is a government run by those who are most intelligent. _____

3. Even though freedom of speech for all groups is a worthwhile goal, it is unfortunately necessary to restrict the freedom of certain political groups. _____

4. It is only natural that a person would have a much better acquaintance with ideas he believes in than with ideas he opposes. _____

5. Man on his own is a helpless and miserable creature. _____

6. Fundamentally, the world we live in is a pretty lonesome place. _____

7. Most people just don't give a "damn" for others. _____

8. I'd like it if I could find someone who would tell me how to solve my personal problems. _____

9. It is only natural for a person to be rather fearful of the future. _____

10. There is so much to be done and so little time to do it in. _____

11. Once I get wound up in a heated discussion I just can't stop. _____

12. In a discussion I often find it necessary to repeat myself several time to make sure I am being understood. _____

13. In a heated discussion I generally become so absorbed in what I am going to say that I forget to listen to what others are saying. _____

14. It is better to be a dead hero than a live coward. _____

15. While I don't like to admit this even to myself, my secret ambition is to become a great person, like Einstein, or Beethoven, or Shakespeare. _____

16. The main thing in life is for a person to want to do something important. _____

17. If given the chance I would do something of great benefit to the world. _____

18. In the history of mankind there have probably been just a handful of great thinkers. _____

19. There are a number of people I have come to hate because of the things they stand for. _____

20. A man who does not believe in some great cause has not really lived. _____

21. Of all the different philosophies which exist in this world there is probably only one which is correct. _____

22. It is only when a person devotes himself to an ideal or cause that life becomes meaningful. _____

23. A person who gets enthusiastic about too many causes is likely to be a pretty "wishy-washy" sort of person. _____

24. To compromise with our political opponents is dangerous because it usually leads to the betrayal of our own side. _____

25. When it comes to differences of opinion in religion, we must be careful not to compromise with those who believe differently than the way we do. _____

26. In times like these, a person must be pretty selfish if he considers primarily his own happiness. _____

27. The worst crime a person could commit is to attack publicly the people who believe the same thing he does. _____

28. In times like these it is often necessary to be more on guard against ideas put out by people or groups in one's own camp than by those in the opposing camp. _____

29. A group which tolerates too many differences of opinion among its own members cannot exist for long. _____

30. There are two kinds of people in this world: those who are for the truth and those who are against the truth. _____

31. My blood boils whenever a person stubbornly refuses to admit he's wrong. _____

32. A person who thinks primarily of his happiness is beneath contempt. _____

33. Most of the ideas which get printed nowadays aren't worth the paper they are printed on. _____

34. In this complicated world of ours the only way we can know what's going on is to rely on leaders or experts who can be trusted. _____

35. It is often desirable to reserve judgment about what's going on until one has had a chance to hear the opinions of those one respects. _____

36. In the long run the best way to live is to pick friends and associates whose tastes and beliefs are the same as one's own. _____

37. The present is all too often full of unhappiness. It is only the future that counts. _____

38. If a man is to accomplish his mission in life, it is sometimes necessary to gamble "all or nothing at all." _____

39. Unfortunately a good many people with whom I have discussed important social and moral problems don't really understand what's going on. _____

40. Most people just don't know what's good for them. _____

APPENDIX E

CALIFORNIA TEST OF PERSONALITY
SUBSECTION TESTS

1A	Self Reliance
1B	Sense of Personal Worth
1C	Sense of Personal Freedom
1D	Feeling of Belonging
1E	Withdrawing Tendencies
1F	Nervous Symptoms
2A	Social Standards
2B	Social Skills
2C	Anti-social Tendencies
2D	Family Relations
2E	Occupational Relations
2F	Community Relations

Total Subtests 1	Personal Adjustment
Total Subtests 2	Social Adjustment
Total Subsection Scores	Total Adjustment

APPENDIX F

GLOSSARY OF TERMS AND ABBREVIATIONS

GLOSSARY OF TERMS AND ABBREVIATIONS

Air Force Manual (AFM) - Manuals were originally designed as a "how to" publication or as a training reference. Manuals were written in support of specific regulations.

Air Force Qualifying Exam (AFQE) - An exam used for weeding out unsuitable personnel for service in the Air Force. The exam has four section: 1) Electrical, 2) mechanical, 3) General, and 4) Administrative. These scores are also used for placement of personnel in specific AFSCs.

Air Force Regulation (AFR) - Regulations were originally designed to be the basis through which requirements were identified and formalized.

Air Force Speciality Code (AFSC) - The AFSC is a five digit number. The first three digits identify the career field, i.e. 811 stands for security, 812 for law enforcement, 702 for administrative personnel, etc. The last two digits represent the degree of skill attained by the person. 10 is the basic level, 30 is the apprentice level, 50 is the specialist level, 70 is the supervisory level, and 90 is the superintendent level.

Directed Duty Assignment (DDA) - An Air Force assignment policy where personnel are sent directly to a duty assignment in a certain AFSC without formal training.

Human Resources Lab (HRL) - HRL is responsible for conducting studies dealing with people. These include test construction and studies such as that now being run for the Security Police.

Inspector General for Security (IGS) - A subdivision of the Air Force Inspector General's Office. IGS is responsible for the Security Police programs Air Force-wide.

Noncommissioned Officer (NCO) - An NCO is an airman in the grades of Sergeant through Chief Master Sergeant. They are considered the middle managers in the military system.

Quality Improvement Committee (QIC) - An <u>ad hoc</u> committee established to improve the Air Force Security Police career field. The committee was established in 1972.

BIBLIOGRAPHY

BIBLIOGRAPHY

Cronback, L.J. Educational Psychology. Atlanta: Harcourt, Brace and World, Inc., 1963.

Crutchfield, R.S. Conformity and character. American Psychologist, 1955, 10, 191-198. In Sarason, I.G., Personality, An Objective Approach. New York: John Wiley and Sons, Inc., 1967.

Dubois, P.H., and Watson, R.I. The selection of patrolmen. Journal of Applied Psychology, 1950, 34, 90-95. In Roe, A., The Psychology of Occupations. New York: John Wiley and Sons, Inc., 1956.

Frenkel-Brunswick, E. Intolerance of ambiguity as an emotional and perceptual personality variable. Journal of Personality, 1949, 18, 108-143. In Sarason, I.G., Personality, An Objective Approach. New York: John Wiley and Sons, Inc., 1967.

Ghiselli, E.E., and Barthol, R.P. The values of personality inventories in the selection of employees. Journal of Applied Psychology, 1953, 37, 18-20. In Roe, A., The Psychology of Occupations. New York: John Wiley and Sons, Inc., 1956.

Hollander, E.P. Principles and Methods of Social Psychology. New York: Oxford University Press, 1967.

Leonard, V.A.,Phd. Police Personnel Administration. Springfield: Charles C. Thomas, 1970.

Maslow, A.H. Further notes on the psychology of being. Journal of Humanistic Psychology, 1964, 4, 45.-58. In Sawrey, J.M., and Telford, C.W., Psychology of Adjustment. Boston: Allyn and Bacon, Inc., 1971.

Mata, L. Seleceion psicotecnica de agentes de policia. Arch Argent Psicol Norm Patrol, 1933-1934, 1, 65-66. In Roe, A., The Psychology of Occupations. New York: John Wiley and Sons, Inc., 1956.

Rankin, J.H., Md. Preventive psychiatry in the Los Angeles Police Department. Police, 1957, 1, 24-29. In Leonard, V.A., Police Personnel Administration. Springfield: Charles C. Thomas, 1970.

Rokeach, M. The Openand Closed Mind. New York: Basic Books, 1960. In Cronback, L.J., Educational Psychology. Atlanta: Harcourt Brace and World, Inc., 1963.

Sarason, I.B. Personality, An Objective Approach. New York: John Wiley and Sons, Inc., 1967.

Sawrey, J.M., and Telford, C.W. Psychology of Adjustment. Boston: Allyn and Bacon, Inc., 1971.

Scodel, A., and Mussen, P. Social perception of authoritarians and nonauthoritarians. Journal of Abnormal Social Psychology, 1953, 48, 181-184. New York: Oxford University Press, 1967.

Seidman, J.M. The Adolescent - A Book of Readings. New York: Holt, Rinehard and Winston, Inc., 1960.

Sims, V.M. Review of the California Test of Personality. In Buros, O.K., The Fifth Mental Measurements Yearbook. New Jersey: The Bryphon Press, 1959.

Toch, H. Violent Men. Chicago: Aldine Publishing Company, 1969.

U.S. Department of the Air Force, Air Force Manual 39-1 (C17), Airman Classification Manual, Headquarters USAF, Washington, D.C., 1 October 1974.

_____, Air Force Manual 39-62, Noncommissioned Officer and Airmen Performance Reports. 25 February 1972.

_____, Air Force Manual 35-98, Personnel Reliability Program, 10 June 1971.

_____, Air Force Manual 35-99, Human Reliability Program, 15 May 1974.

_____, Air Force Regulation 30-2, Social Actions Program, 1 August 1974.

_____, Air Force Regulation 205-32, USAF Personnel Security Program, 25 October 1974.

Williams, G. Psychology, new approach to police work. Science Digest, 1974, 76, 4-19.

END

DEPT. OF HEW

NAT'L INSTITUTE OF EDUCATION

ERIC

DATE FILMED

DEC 18 75